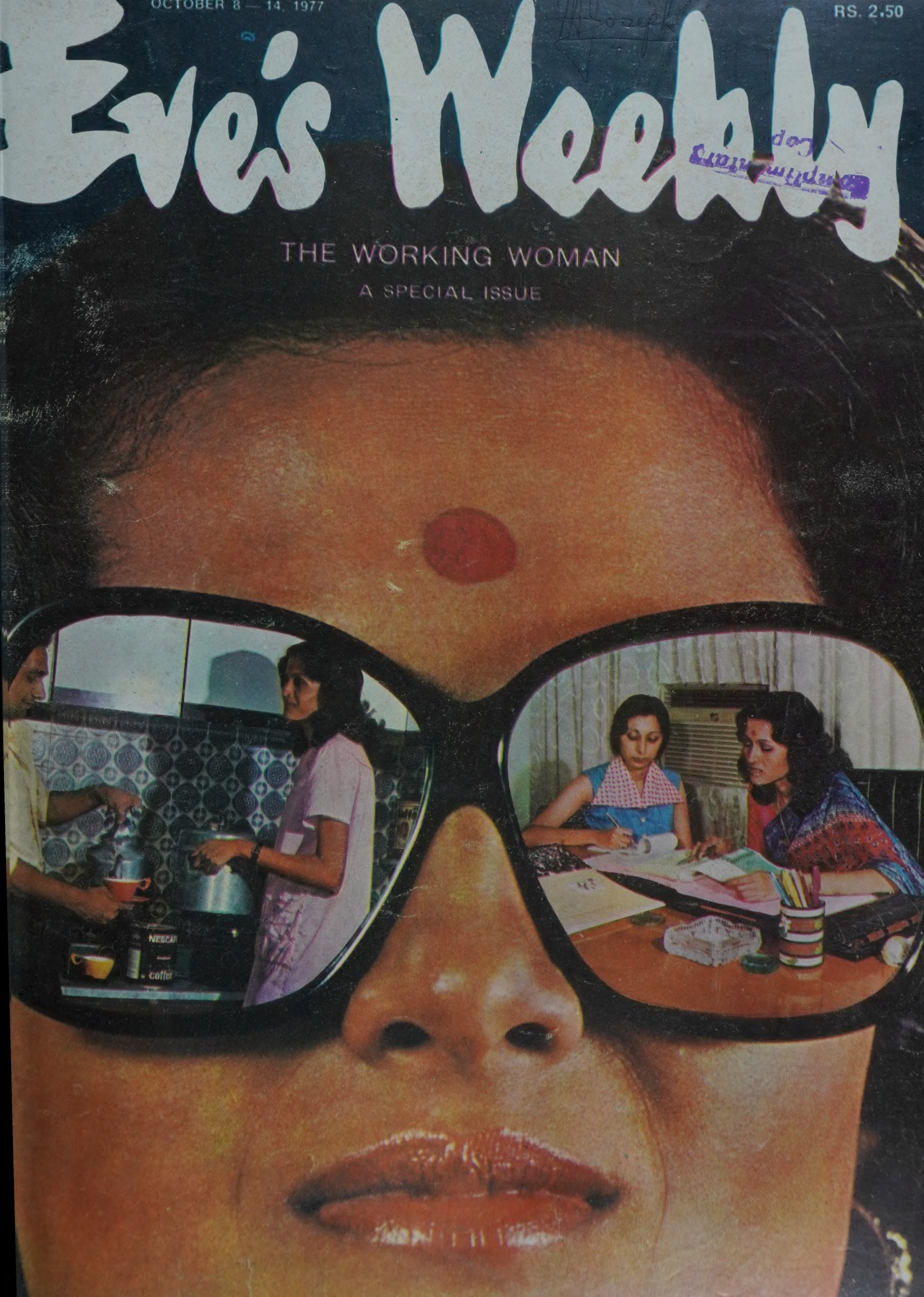
OCTOBER 8 — 14, 1977

RS. 2.50

Eve's Weekly

THE WORKING WOMAN

A SPECIAL ISSUE



Adorn your hands. Bejewel your ears. But use Sunsilk for beautiful hair.

Soft, silky, sunshine hair. Sunsilk is more than just a shampoo - it's your most important cosmetic. Because only Sunsilk Shampoo does so much to make you look and feel your beautiful best.

And now the Sunsilk 'new look' range has even more to offer: natural ingredients that you know are good for your hair.

Whatever you do to the rest of you, you can't be truly beautiful till you use Sunsilk. Start now.

sun silk*

A girl's most important cosmetic

Sunsilk's 'new look' range has a shampoo for every type of hair. Almond for normal hair. Lemon for greasy hair. Amla for dry hair. Egg Protein for dull, lifeless hair. Shikakai for delicate hair.

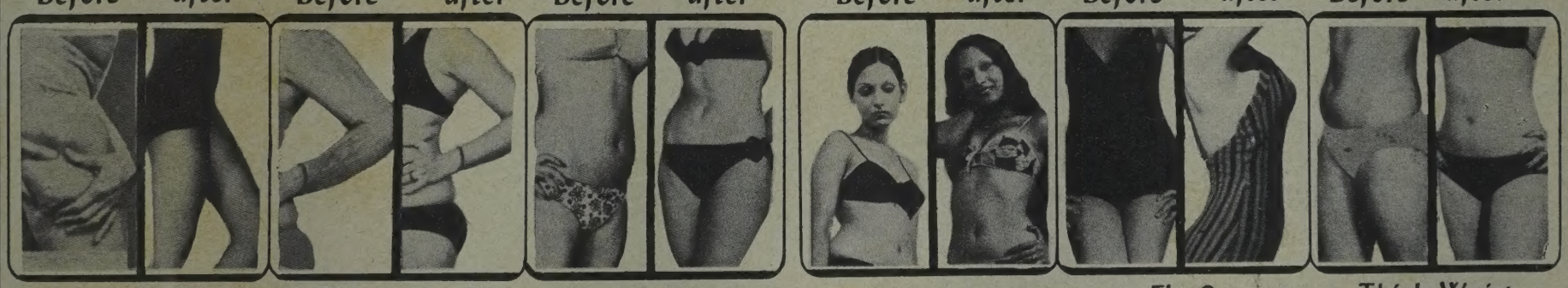
ITRODUCING *figura* LETS YOU LOOK FABULOUS AT ANY AGE!

YOU CAN SEE AND FEEL
AMAZING RESULTS
IN JUST 3 DAYS!

DEAR LADY, HERE'S HOW YOU CAN BE A VERY GORGEOUS WOMAN!

What's the good
of a pretty face,
with a lousy figure?
Is your body making you
self-concious?
Do people think you're older,
than you actually are?
The better your body looks,
the better you look!
Lady, wouldn't you
like to be 'SEXCESSFUL'?

CHECK HERE WHICH PART OF YOU NEEDS BEAUTIFYING MOST.



Thick thighs? *Thick arms?* *Heavy Hips?* *Short?* *Flat?* *Thick Waist*

You can reduce your waist or hips. Slim your thighs and arms! Develop a lovely shapely figure! Feel years younger. All in 10 days oryour money back.

Cut Out and Mail

Give sex appeal to your body!
Be more of a woman! In just 10 days!

The Fabulous figure shaper! MADAME ROCHON,
612, Churchgate Chambers, P.O. Box No. 11478.
Next to U.S.I.S. 5E, New Marine Lines, Bombay-400 020

Please rush me your fabulous-figure shaper immediately for Rs. 58/- plus Rs. 6/- postage and Packing.

TICK ONE ☐ V.P.P. ☐ M.O. ☐ CHEQUE

I am ordering by V.P.P. I guarantee to pay the postman offer receipt of the parcel. If not satisfied.I can return the product within 14 days for full refund (less postage & packing)

E.W./10/77

Name _____

Address _____

City_____ **State**_____ **Pin code**_____

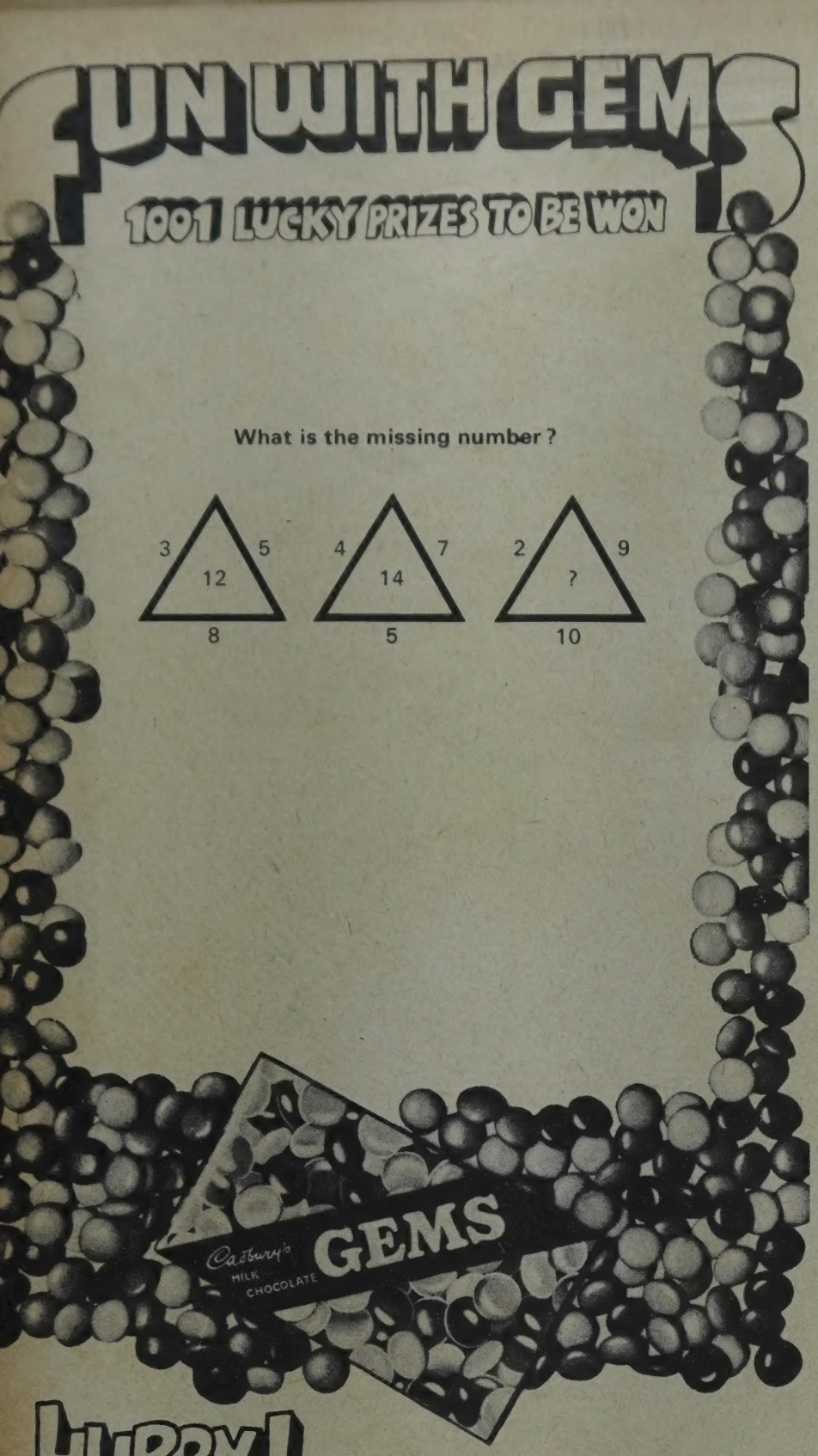
Cheques/M.O. should be made in favour of Ross-Murarka India Pvt. Ltd.

NOW FIGURA—LETS YOU LOOK FABULOUS AT ANY AGE!

FUN WITH GEMS

1001 LUCKY PRIZES TO BE WON

What is the missing number ?



HURRY!

Send in your answer accompanied by one empty plastic packet of Cadbury's Gems. The first 1001 successful entrants will each get a State Bank Gift Cheque for Rs. 11.

Please write the answer as well as your name and address in English only, and in block letters. Mail entries to :

"Fun with Gems," Dept. E - 2
Post Box No. 56, Thane 400 601.

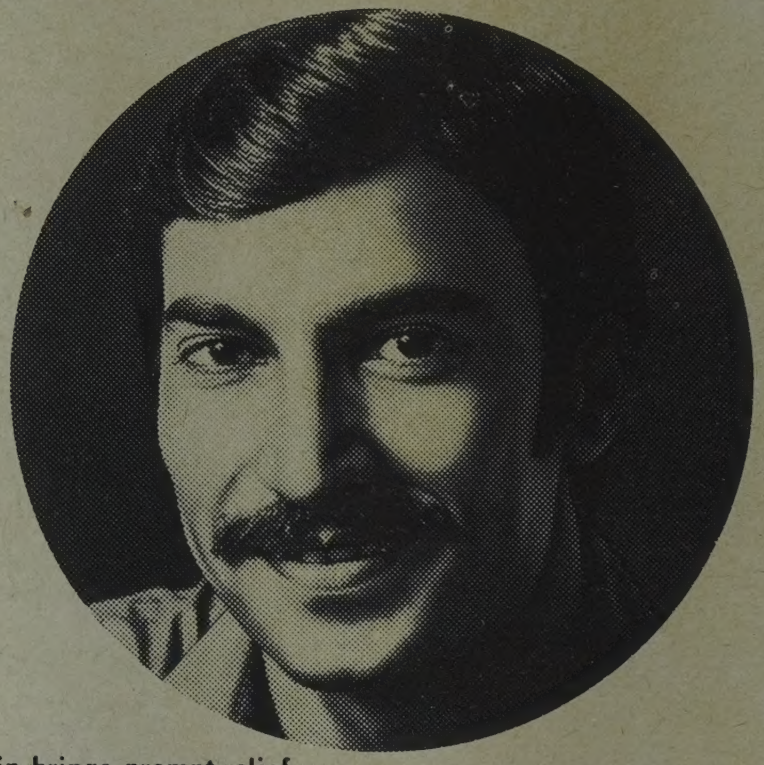
Last date for receiving entries :
31st OCTOBER 1977

COLOURFUL, CHOCOLATE-CENTRED

Cadbury's GEMS

Colds bring misery, suffering, weakness

Bounce back to normal with specially formulated Coldarin



Coldarin brings prompt relief to all affected areas because it contains:

- A decongestant to clear runny nose and sinus
- Caffeine to combat that depressed feeling
- Vitamin C to build resistance
- Aspirin to relieve pain

At the first sign of a cold, take one Coldarin, preferably after meals.

Boots **COLDARIN**

with Vitamin C THE SPECIAL COLD TABLET

U-C-77

Senorita®
brings a touch of romance...
an exciting range of intimate lingerie
Fashion turns soft and pretty
with lovely Senorita lingerie. Gentle, caressing nighties
that make every night a dreamy affair.
Try one for intimacy.

CHOOSE FROM THESE LEADING STORES ■ **BOMBAY:** Grand Bazar ☐ Apsara International ☐ Shalimar ☐ May Flower ☐ Roopams ☐ Zarina ☐ Femina ☐ Welworth ☐ Topsons ☐ Senorita ■ **DELHI:** Jainsons ☐ S. C. Sharma & Co. (P) Limited ☐ Raghomull & Sons ☐ Handloom Emporium ☐ Gay Style ☐ Jainsons West End ☐ Super Garments ■ **CALCUTTA:** Miniland ☐ V. Ramchandra ■ **MADRAS:** India Silk House ☐ Chellarams ■ **BANGLORE:** Favourite Shop ■ **HYDERABAD:** Dayals ■ **SIMLA:** Loknath & Co. ☐ Dewanchand Atmaram ☐ **SRINAGAR:** Blue Fox ■ **NAGPUR:** Bombaywala Dept. Stores ☐ India House ■ **LUDHIANA:** Prakash Emporium ■ **ERNAKULAM:** Parthas Textiles.

MARKETED BY TRIMFIT *Corporation* MEDOWS HOUSE, MEDOWS STREET, FORT, BOMBAY-1.

AMC-77

This family's weakness for Vinkola-12 is their greatest strength!

vinkola-12

the iron tonic with Vitamin B_{12} for an active, healthy life

Come alive with health. Let life be fun. Take Vinkola-12 every day.

Vinkola-12 doubles the energy output in every body. Naturally. It contains body-building ingredients: a unique balance of Iron and Vitamin B_{12} plus Glycerophosphates.

So make Vinkola-12 your family's weakness too—like Amol Palekar's—for an active, healthy life.

Standard

STANDARD PHARMACEUTICALS LTD.

Shilpi-SPL-1a/77

A MATTER OF INTEREST

Only Allahabad Bank Gift Cheques carry interest. The ideal investment for a youngster.

Give a gift that is worth more than its face value. Allahabad Bank Gift Cheque is a good investment for the future.

★ **Interest payable**

4% if gift cheque is cashed 91 days after date of issue.

4.5% if gift cheque is cashed 6 months after date of issue.

6% if gift cheque is cashed 1 year after date of issue.

★ Available for any amount upto Rs. 1000/- free of commission.

★ Available and encashable at any branch of the Bank in India.

ALLAHABAD BANK

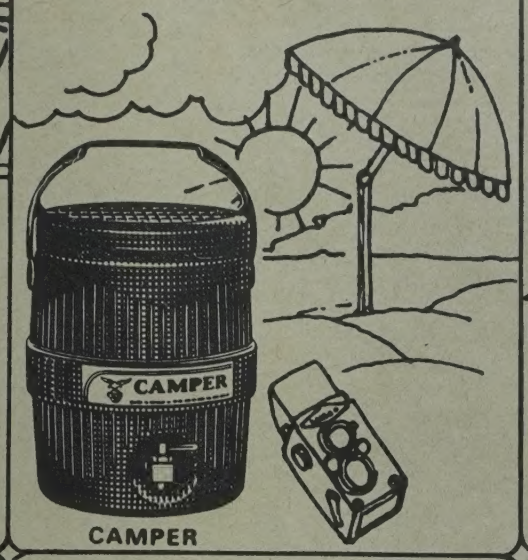
YOUR OWN BANK

(A Government of India Undertaking)

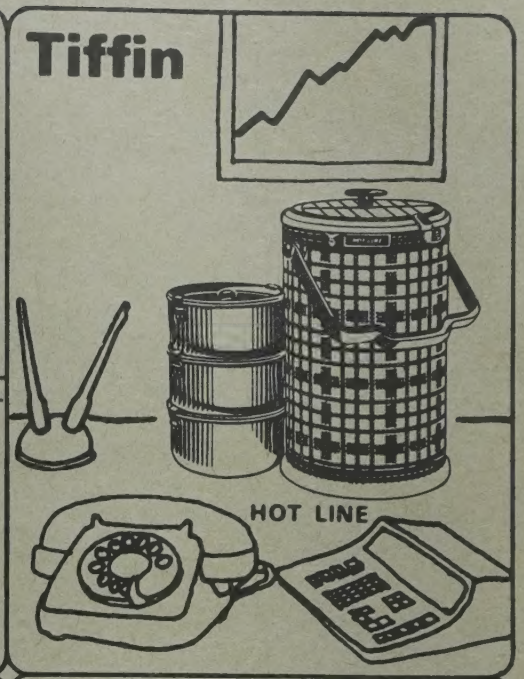
U-AB-2A

Browse

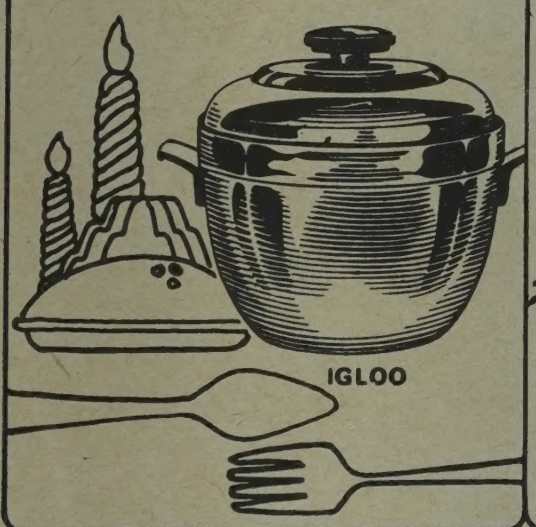
Picnic



Tiffin



Entertain



Romance

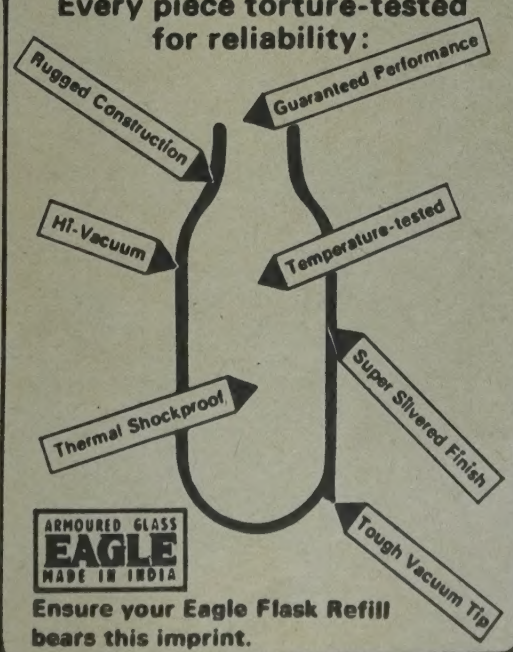
Impress

Eagle Winner of
9 successive Export Awards!

Pick and choose from 123 different models.

The world's most patented flask!

Every piece torture-tested for reliability:



Ensure your Eagle Flask Refill bears this imprint.

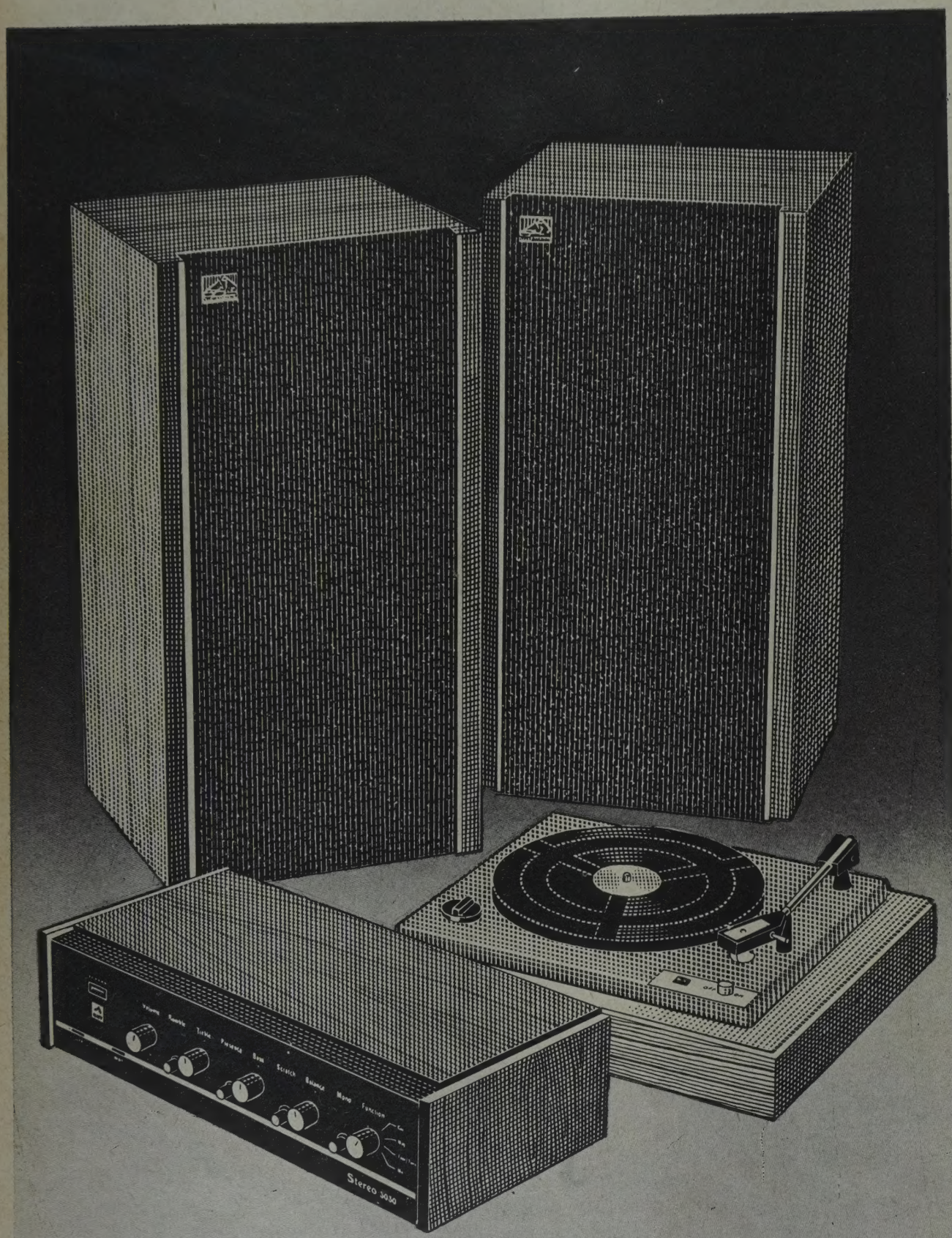
Eagle Flask First Class

Eagle Flask Pvt. Ltd.,
Bombay • Talegaon • New Delhi • Calcutta
Madras • Hyderabad • Bangalore • Cochin

CASEV-100-244

Invite yourself to a live performance!

HMV STEREO 3030



Now turn on the pure, clear 'concert hall' sound in your home. Listen to your favourite musical maestros, a full-fledged symphony orchestra, an original film sound-track or the live recording of a pop festival. For all this and much more HMV sound technology proudly presents its STEREO 3030 for the discerning stereo listener.

HMV STEREO 3030 has all the sophisticated features you expect from a high-wattage, high quality system. Scratch and Rumble filters and a Presence switch as well. Also HMV's famous Visual Balancing system—for perfectly balanced stereo sound. The specially designed turntable and stylus and the heavy-duty speakers combine to give you the richest, most full-bodied sound. Solid 60 watts of music power... the best in its class, yet at the fairest price !

Price Rs. 2440/-*

*Price includes Excise Duty.
Local Taxes extra.

**HMV puts music onto discs.
HMV STEREO make them come alive in your living room.**

HMV/CAS-9/77

EMI

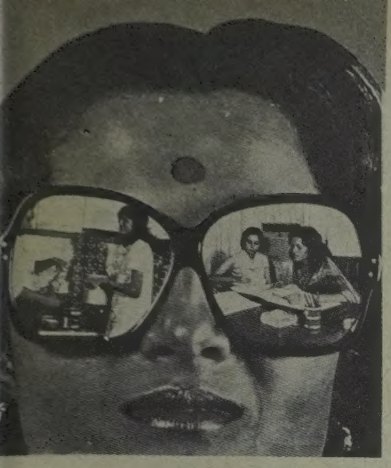
HMV

THE GRAMOPHONE COMPANY OF INDIA LTD.
33 Jessore Road,
Calcutta-700028

His Master's Voice

WE KNOW HOW TO MAKE SOUND SOUND BEST

HMV STEREO SYSTEMS



DOUBLE TAKE

Professor Higgins may have wailed: "Why can't a woman be more like a man?" —but every time she tries, there are people who say: "Why can't she be more like a woman?" So you see, it's a losing battle. . . or would be, if women weren't such goddam determined creatures. She hears all kinds of voices around her: Darling, where are my socks?; Hey, isn't the dinner ready yet?; Mummy, I got hurt, put something on it; Ma, I've got a test tomorrow, come and help me; Oh, Mrs. Verma, is that copy all tied-up?; O.K. Miss Hegde, take a letter and no mistakes, please.

She hears all of them and, patiently and efficiently, compartmentalises all their needs and, through the 24-hour day, gives them what they want. They may not always admit it, but they marvel at her infinite capacity—the terrifying, incredible capacity of today's working woman.

Cover: Visualised by Panna Jain

Photograph: Farokh Reporter. Modelled by Sujata Mandana, Joseph Patani, Sangeeta Kohli.

VOL. XXXI NO. 41 BOMBAY,

CHAIRMAN J. K. SOMANI
PUBLISHER & MG. DIRECTOR J. C. JAIN
EDITOR: GULSHAN EWING
STUDIO: FAROKH REPORTER
STAFF PHOTOGRAPHER: B. K, SANIL
PRINTER: R. S. SARANGAN
PRINTED AND PUBLISHED AT Sanj Vartaman Press, Bombay Samachar Marg, Bombay-400 023.
PROPRIETORS: Eve's Weekly Ltd., Bombay-400 023.

CORRESPONDENTS

MRS. PUSHPA HANS
1-13, Lajpat Nagar 3, New Delhi-24.
MRS. AMITA SARWAL
53, Syed Amir Ali Avenue, Calcutta-17.
MRS. S. J. KURUVILLA
88/3 A, Purasawalkam High Road, Madras-10.
MRS. MANJU D. THIRANI
17, Seema Society, Navrangpura, Ahmedabad-380 009.

ANNUAL SUBSCRIPTION

the working woman

Of course, all women work (and this is not to say all men don't), but the woman who also works at a job outside the house has many more hassles and problems — she is a different kind of breadwinner . . . sans gratitude, sans sympathy, buffeted in a male-oriented, cynical world, grappling with problems of commuting, of discrimination, of finding accommodation (if she is alone), accused of neglecting her home, accused of castrating the male and, above all, contending with an overpowering sense of guilt, which makes her ask: "Am I doing the right thing?"

That more and more women enter the work force each year is, perhaps, proof that despite the hassles, women are not being either intimidated or deterred. Many have come close to quitting. We have had women writing in to us with their complaints and their frustrations.

A group from Delhi wrote: the eve-teasing on the buses is terrible; we almost feel like quitting our jobs and staying home ("almost" was the operative word); others have written at various times: my in-laws keep taunting me, because I have a job . . . my husband's ego is hurt because I am earning . . . my children say they don't want to see my tired face each evening . . . I have no servant and there's no one to do the housework . . . my boss seems to think he's got my services for "everything" — the list is endless.

But, today's strong, determined and free-thinking woman is surmounting, or trying to surmount, all her problems. Certainly, she needs help and understanding and the main person who can help the (married) working woman, is the husband. But do the husbands help? Some do, most don't. There is that wretched, stupid, idiotic thing called the "male ego" which comes in the way. He imagines his manhood is diminished by a working wife. Rubbish! A complete partnership, where both work outside and yet complement each other at home, can be a beautiful thing. Their life together is strengthened, their children grow up un-pampered, independent and, above all, appreciative and proud of their parents.

Today, in the prevailing economic conditions, all prospective in-laws and husbands want a working girl. But they also want a drudge who will come home each evening, light the fire, cook the meal, wash the dishes, put the children to bed and then, herself, climb into bed and receive with open arms(?) whatever her lord and master wishes to bestow on her. Is it any wonder, then, that the working woman tends to become bold, and aggressive and cynical?

And yet, despite her hardships and her frustrations, the Indian working woman remains steadfast, adaptable, pliable — unlike her counterpart in the West.

Elsewhere in this issue, a self-styled M.C.P. (male chauvinist pig) asserts that working women lose their femininity. Once again, rubbish! We beg to differ — although being intelligent and fair-minded women, we have let him have his say . . .

DISCRIMINATION

Behind the rosy picture presented to us, there is at work a complex network of attitudes and prejudices that is a veritable trap

Uma Ranganathan

Bonanza Jellybean — featured in Tom Robbins' novel, "Even Cowgirls Get The Blues" — is the sort of girl who every true-blue women's libber probably dreams of being. In her green satin shirt, embroidered with rearing stallions, a handy pistol dangling at her waist, she strides about the Rubber Rose Ranch, an all-girl establishment in boots that "bear testimony to the digestive facility of the equine species."

Not every career woman in India may dream about being a cowgirl, but a good many would share Bonanza Jellybean's frustrations that stem from being a woman. "Little boys may be discouraged from adventurous yearnings by parents and teachers, but their dreams are indulged in nevertheless, and the possibilities of fulfilling their childhood expectations do exist. But little girls? Ponder, you know that story as well as me. Give 'em doll babies, tea sets and toy stoves. . ." The discrimination carries over smoothly into adult life.

We are told how much better off we are than our Western counterparts, for all their sophisticated ways. In India, they say, women hold responsible posts on a far wider scale than in the West. Law, administration, journalism education, are all areas in which, they say, in India, women play an important role. There are over 20,000 lady doctors in India, an impressive figure by Western standards. So far so good. One cannot overlook certain facts. But behind the rosy picture presented to us, is at work a complex network of attitudes and prejudices that prevents women from attaining equal rights in many spheres.

To start with, neither men nor women in India are quite accustomed to the idea that a woman is entitled to the same pay as a man, for producing the same results in a given job. Almost no men and few women are willing to put up any sort of fight for equal wages. A woman labourer, sweating her days out on a construction site, accepts her miserable wage, often 50 paise or more below a man's, as her fair share. According to one survey, woman "jamadars" in a Delhi university are paid up to Rs. 4 per day less than a male "jamadar". The argument is the same everywhere: women are less productive than men.

To get around the Constitution, which accords equal wages for equal work, employers often introduce a minor variation in the job description so passing it off as a different job altogether.

Higher up the ladder, executives and other professionals face the same discrimination regarding salaries. Promotions vary according to sex and, generally, men are favoured. The standard complaint is that women have less capacity to work, they can't handle the sort of situations that men can, with ease — what if a job requires a lot of travelling or if it calls for night duty? What if it poses a great deal of strain on the individual concerned? How will a woman cope, especially if she has a family to look after? What if she opts out in favour of marriage, after so much time has been spent on training her for the job? (Of course, nobody seems to think of all the men who change jobs in search of better prospects, who get their training in one company and apply it in another.)

And how about school teachers who earn a pittance for the work they put in and then have to face sour complaints about the fall in educational standards? Because the profession is so badly paid, men tend to give it a wide berth, leaving it increasingly to women, at least in cities. And because women are not expected to support their families monetarily, they are paid what seems more like pocket money rather than salaries.

Women have a long way to go before even being regarded as responsible people. Pretty, sexy or frivolous are still the main adjectives used in connection with them, and if the word efficient is sometimes introduced, it is generally in connection with cleaning the kitchen or maintaining household accounts. Or else it is said in such a tone of voice that it connotes an "impossible" or "aggressive" (how terrible!) woman.

A young journalist I recently met seemed enthusiastic enough about her job. It was colourful, and it kept her busy throughout the day. But the first sparks of discontent were beginning to show. Often the men she interviwed treated her patronisingly, withholding information for fear that her feminine brain might crumble under the strain. And what happens to a young woman reporter who is really interested in politics or in economics? She gets assignment after assignment on modelling, cooking demonstrations, dog racing or some such subject which she is presumed to be interested in. A woman's political views, after all, hardly count in this country, especially if she happens to be young and good-looking.

Women lawyers, a rare breed, form about 1.2 percent of the total legal force in India. A well-established lawyer I interviewed, who has been in the profession for a good sixteen or seventeen years, conceded that women did find the going more difficult than men. Not that she personally faced any problems (not even with a husband and two schoolgoing children to bother about), but she did think that women lawyers took much longer to establish themselves than men did — again because their capabilities were somewhat suspect.

An ILO study of 1970 shows that, out of 18,000 qualified women scientists employed, 16,000 are "social scientists." In fact, according to one of the members of a research team I contacted at the S.N.D.T. University, in Bombay, a large number of women scientists, even Ph.D.s, end up as school or college teachers rather than research workers.

Based on a preliminary study on women scientists, conducted by the I. W. S. A. (Indian Women Scientists Association), the Research Unit on Women's Studies at the S.N.D.T University has just carried out a broader survey which throws light on some of the problems that women face in this field. Many of them, apparently, feel that they are being unfairly denied the opportunity to further their careers and many are also smarting from the lack of importance given to them in decision-making situations. They feel that their male colleagues do not take them seriously enough and resent their "depriving" other males of jobs. What is worse is that discrimination is so subtle and so difficult to prove that it is not possible to even fight it.

Male business executives I have met are, on the whole, in favour of women entering whatever profession they happen to be in... as secretaries, receptionists or telephone operators. A few may be bright enough to make it to the higher levels, they say, but where's the point in that since most of them will leave to get married anyway or, if they are already married, will soon be busy having babies.

Maternity leave and benefits is a problem that often affects the decision to take on wo

men employees. One hears time and again what a liability women are. The answer to that, one would have thought, would be obvious. Women are hardly Gogia Pasha types who produce babies all by themselves like rabbits out of a hat. Isn't it time that the other party responsible for the phenomenon shouldered part of the burden?

There is also the question of propriety. Take a field like personnel relations, said one young man I met. "How do you expect women to go and face a factory full of striking workers, bursting with rage and all sorts of demands? When even men feel scared to handle certain situations, how can you expect a woman to do so?" Isn't timidity more a part of the stereo-typed image of women than an inherent quality in them?

The participation of women at responsible levels is bound to cause a bit of a stir in the beginning. How does a woman manage to keep late hours, go on night duty and hop around the country without any protection? It's up to the woman, to an extent, to toughen herself. Two social workers I know, spent several months carrying out a survey in the wilds of Orissa, survived adverse comments, leering glances and even a burglary, isolated as their house was. Once a larger number of women assert themselves and are accepted in their new roles, the problem should certainly diminish, even if it doesn't exactly disappear.

Meanwhile, job segregation continues to bother many thinking women. It just so happens that the sort of jobs that are exclusively male-oriented are better paid than those that are dominated by women.

Social work, for instance. Teaching handicapped children. It's a job that requires as much intelligence and concentration as any you can think of—perhaps more. I should know, after the rigorous training course I took last year, in teaching deaf children. It means working with your hands, feet and brains, and bringing into play as many skills as are used in business, trade or administration. In the U. S., teachers of the deaf as well as of children with other handicaps are paid three times as much as ordinary teachers. In this country the reverse is true.

And, to top it all, one has to put up with all the condescension that social work and other similar professions seem to evoke: A teacher of the deaf? Now isn't that lovely! If you express the slightest discontent about your earnings, eyebrows crawl up: But my dear, you're supposed to be doing that sort of work out of devotion, how can you talk about a salary, let alone a raise! In fact, when you need to earn a livelihood, patience and sincerity and all the other virtues lumped together do as much good to your stomach as love and fresh air — probably less.

There is the case of a very talented young girl, formerly working at a school for the deaf in Bombay. Just about every member of the deaf society in Bombay either knows her or has heard about her. Amita is a whizz kid who understands the deaf without the slightest effort. After her initial training in Bombay, she managed to win a grant to learn sign language in the U. S. so that she could initiate a programme back here. But the year or two that she spent teaching after her return yielded such a miserable dividend in the way of a salary, that Amita, whose parents depended largely on her earnings, was tempted into trying her luck in the Middle East, where she is working as a secretary today in order to support her family.

In part, this is because attitudes are slow to change and the majority of people are reluctant to accept changes in the male-female roles. Westernised, educated men, while accepting in theory that women are equal, resent the thought of their rising in any of the traditional male strongholds. A man as shrewd and modern in his outlook as Mahatma Gandhi, even while fighting for women's rights and women's education, distinguished between the roles that the two sexes were thought fit to play:

"Man is supreme in the outward activities of a married couple and therefore it is in the fitness of things that he should have a greater knowledge thereof. On the other hand, home life is entirely the sphere of women..."

Fortunately, in the past 30 years, in however small a way, women have shown themselves more capable of handling outside affairs than men have of handling domestic matters. The more equally-distributed the various tasks are, the greater the equality between the sexes, both in the domestic and external spheres. In a sense, this means that the more dishes a man washes and the more nappies he changes, the more he appreciates his wife's efforts at home, and the more time his wife gets to pursue her job and the interests she may have outside the home.

Unfortunately, career women in India are also often held back by their more complacent sisters. In many cases, it is the Westernised, educated, urban woman who is to blame: a job is all right to mark time with, until the man she has been waiting for all her life, comes along in his shiny new Ambassador with a company flat to boot. At which point Ms. (note, she hated being called Miss when single) happily becomes Mrs. and gives up her career for motherhood. Thus giving men in a range of professions, from medicine to journalism, a weapon to hit women's libbers with. But this is changing and today's inflated needs and prices have seen to it that fewer women are giving up their jobs when they do get married.

The scene, as far as women go, has changed in the past 30 years, and there is no reason why it shouldn't change even more in their favour in the next few years. The fight for "equal rights" does not necessarily mean that every woman in this country should compete for and get an executive's job, that every woman should aim for the chairmanship of of Hindustan Levers or the editorship of the "Times." It merely means having the freedom to choose the line of work one is interested in — be it teaching or selling soap or dashing off pieces on the effect of the Emergency — without having to suffer for it on account of one's sex. It means gaining equal recognition and equal recompensation, as well as higher salaries for the jobs that women tend to be interested in.

All of which means making women aware of their rights and getting organised for a fight, to prove that men are not superior to women as they have been given to think for so long. Now that might be a bit of a problem — it generally is trying to prove anything to mulish mentalities — but it isn't impossible. Who's up to join the fray?

AGAINST WORKING WOMEN

The complaints of working women are by and large, legitimate and need looking into. Though women are accepted today in many fields, they seldom rise to the same positions of power and responsibility that men do. Although 49 per cent of the total population of this country consists of women, barely five per cent of them have any say in the overall policy-making that goes on.

Women of national importance and influence can hardly match in number the men who wield power in India. There is the odd social worker who gets an honourable mention in the papers now and then, and the woman politician who manages to captivate large crowds of people and gets elected to parliament. Or the public relations officer or swank copywriter who boasts of liberty and success and is held up as an example of the progress women have made.

In fact, the number of women in the Lok Sabha has dropped from 35 in 1962, to 18 in the 1977 elections, and the percentage of women executives in most business firms needs to be examined with a microscope. On an average, it hardly reaches two per cent. The tobacco division of a large cigarette-manufacturing company in India employs six women executives out of a total of 398 executives.

The Government of India, voluble as usual about women's rights and playing fair by minorities, had done little to boost the morale of women or minorities. A report issued by the I.S.W.A. states that 99.78 per cent of the women in the Research and Development wing of the Government of India are confined to the clerical and other low-paid sections — a fairly accurate reflection of the state of affairs in the Central government, as a whole.

TOWARDS TOTAL PARTNERSHIP

Working couples have a million problems—with servants, with in-laws, with each other...and there are those guilt feelings with regard to the children. Here is a sampling of husband-and-wife job pushers who have sorted out their priorities

DR. & MRS. SHANTI SHETH
Bombay

At a social gathering, a much-married woman whispered self-righteously in her friend's ear, "You are neglecting your husband. One of his buttons is missing." The "lazy" wife countered that if her better half would stitch hooks on her choli, she would sew his buttons.

Aruna Sheth rounds off the anecdote with, "Such independent women are rare. My generation is still groping, trying to be both the traditional wife and career woman; we may discover later that we have failed at both." Married to Dr. Shanti Sheth, a consultant psychiatrist and psychoanalyst, Aruna has two teenaged children, edits "Bal Vihar" and is also a psychiatric social worker.

"Husbands today expect their wives to be intellectual equals, and ideal housewives and mothers," she says. "In traditional marriages the roles were well-defined. The husband took his wife for granted and the woman accepted him because he supported her."

"In a sense, the working woman can never compete with the housewife. For instance, when both partners are working they come home tired, whereas the housewife welcomes her husband with a smile and a cup of tea..."

" . . . and a list of grievances," interjects Dr. Sheth who feels both partners must work. "At home a woman deals with only two or three persons; therefore the tension mounts within her

Continued on page 14

Domestic cooperation is called for when spouses leave for work and return home at the same time.

Photograph : Farokh Reporter

RAVINDER
AND SARITA BEDI
Calcutta

Sarita has been working with Dunlop India Ltd., for over five years. She started as a secretary in the Personnel Department and is presently the personal secretary to the General Personnel Manager. Ravinder is a Marketing Executive with Chloride India Ltd .

"I met Kuku (as Ravinder Bedi is popularly known) through his brother who is one of the Directors of my company," said Sarita, "and wedding bells rang for us two and a half years ago."

Kuku had no objection to his future wife continuing her job after marriage. "I wouldn't have married a girl who didn't work. My kind of job entails a great deal of entertaining and socialising and, according to me, a career girl is better equipped to meet the demands of that kind of a life. She is more self confident and sociable."

"With us, there is no question of 'one-upmanship' — she earns too. . ."

Photograph : Jyoti Prakash

Although Sarita had "taken Kuku's permission" to continue her job, it was more or less taken for granted that she would do so. "Besides," said Sarita, "my in-laws were most cooperative and also keen that I should continue to work."

Mrs. Bedi now spends her money "in a slightly different manner now than I did previously. Before I spent most of my cash on clothes, movies and hen-lunches, but since marriage my priorities have changed. I'd rather spend that extra bit on something for the home. But even now if I see a nice sari—I just buy it!"

"Naturally, if she sees a shirt that might suit me—she buys that too!" adds Kuku. "The major portion of the 'extra' in-

Continued on page 14

LALL AND ARUNA MIRCHANDANI
Bombay

Lall and Aruna Mirchandani have been yoked together for almost a decade and a half. Aruna started her own beauty parlour (Looking Glass) just a year ago after completing a two-year course in Beauty Culture in London. In the mirrored anonymity of her salon, she shapes bushy eyebrows, treats acne and often has to educate women on diet, hygiene and home care. "My job is more in the nature of a beauty consultant's," she says. "It's tough work. I have to be acquainted with anatomy, physiology and chemistry; know how to handle people, run a business and keep smiling!"

Nevertheless, working has given Aruna, "a sense of accomplishment. I feel more alive now and conscious of time. Since I toil for the money, I control my spending. Formerly, I was such a pampered wife," she says.

One of the occupational rewards is helping women with serious beauty problems. She cites the instance of a girl whose face was marred by cyst-like pimples. "She was so ashamed of her

Continued on page 14

Unexpected guests for dinner — is it fair to a working wife?

Photograph : Farokh Reporter.

MANO AND CAROL CHANDRADAS
Madras

The fact that Carol had qualified as a teacher, before their marriage helped her and Mano Chandradas to decide whether she should work after marriage or not. Mano works for a foreign airlines and the two of them had been going steady before their marriage. Both of them took into consideration the fact that Carol should work to enable them to indulge in some of the luxuries which would otherwise be denied them. Carol's in-laws opinions were not taken into consideration while she decided about her career.

"Surely we haven't lost any thing by my decision to work," smiled Carol. She started working even before she got married, and when she continued to work after marriage, it really made a lot of difference. The couple felt more financially secure and could afford an extra outing, or a movie, which otherwise they wouldn't have been able to afford.

They have problems with servants and adjusting to each other's timings, etc. For example, Carol's working hours are from eight in the morning to eleven. So she has to leave the house by seven. Mano leaves at eight

Continued on page 14

Togetherness in the kitchen, as elsewhere — towards a more egalitarian marriage.

Photograph : Sathyakumar

SWARAN AND UMA SINGH
Delhi

When they got married, Swaran had just set up his small scale industry — a garment manufacturing factory. He was having teething problems and was under terrible economic pressure. Uma was drawing an attractive four figure salary as a secretary in a leading business house. Swaran was not very keen that Uma should work after marriage, but under the circumstances she had to continue working for purely "economic reasons." Swaran felt that after his business was established he would ask her to discontinue.

Now Uma can easily give up her job, but she doesn't want to — not because of the money but because of the tremendous satisfaction she gets while doing her job. She feels she is spending her time well and usefully. "I finish my entire household chores by 9 a.m. and am off to office. Why should I dawdle over those chores the whole day?"

She also feels that when there are two salaries coming in every month one can raise one's standard of living — have a more comfortable home — send your child to a public school.

When they got a son some years back things did seem tough. Their old servant fell ill and left. Both of them hated the idea of leaving the child in a creche. "It is so impersonal and also harmful for the child's mental make-up," they feel. Luckily, Uma's parents moved into the same colony. So they

Continued on page 14

"Why should I dawdle over household chores the whole day?"

RAVINDER AND SARITA BEDI

Continued from page 12

come, (as Kuku refers to Sarita's earnings) is spent on our holidays. Once our leave starts we are on a luxury budget," said Kuku.

"With us there is no question of 'one-upmanship' because she earns, too—for although it does give her a sense of security and a feeling of independence—there's no chance of her getting 'out-of-hand', because I still hold the major shares," he quips.

Besides the financial aspect of it Kuku "feels nice to see her just as exhausted at the end of a working day. I'd have gone bonkers had I to get home, longing to put my feet up, and there'd be the wife just rarin' to go, simply 'cause she'd have spent the day idling her time, gossiping at coffee meets or at card sessions."

The housewife-cum-working girl's regret is that she can't really fulfil her household duties. "I find that I've neglected the house a bit, so I try to make up for it at week-ends. Luckily, we have a dependable servant who takes care of things. It's vital to get your day organised, then things work out smoothly. Also, to enable us to keep in touch with what's happening in the house during our absence and mainly for a slight variation, we come home for lunch a couple of days during the week—while on other days we take packed lunches with us."

This young couple is expecting their first baby early next year. Thereafter the mother-to-be will take "maternity leave for three months and that will also serve as a trial and re-adjustment period. Although my parents are also in Calcutta, I wouldn't like to burden my mother with bringing up my baby. The initial step would be to get a good ayah and once everyone is settled I'd get back to work." To this Kuku added, "We are prepared to cut down our socialising and change our life-style to suit the new addition's timings. And I'm sure neither Sarita nor I will have any regrets, for we've had a jolly good time all this while and are looking forward to our new roles. We are also prepared to curtail our independence. I certainly would like to continue working for, frankly, the money will come in handy for the baby's needs."

Being a young working couple, the Bedis are all for working couples especially the younger lot. While Kuku says, "it's a financial necessity these days—unless, of course, one is lucky to have family money backing one." Sarita is of the opinion that the feeling a woman gets of not being totally dependant on her man is just "out of this world."

Amita Sarwal

DR. & MRS. SHANTI SHETH

Continued from page 12

and she projects it onto her husband and children. When she has a career, she deals with several people and projects her tension onto them. She returns home tired and there is peace!"

Both feel that economic independence gives the woman self-respect, status and intellectual satisfaction, which a housewife lacks, and makes for better communication between the partners. "While a career woman can compare her husband favourably with the men she meets," says Dr. Sheth, "she will also meet sophisticated men superior to her husband. The husband might be the type who buries himself in his newspaper or makes a slurping noise when he has his soup! But the man meets fewer working women with whom he can compare his wife."

Both agree that till the children start attending school, the mother should work part-time, unless the in-laws can look after the offspring. "Even now, my daughter's first question is, "Is mummy at home?' says Aruna. "But fending for themselves makes them independent."

"When the children fall ill, I take the day off," she says. "Men are still not mentally ready for total partnership. Even if a husband has no objections to a working wife, how far will he go to help her fulfil herself? It is usually the woman who has to make the adjustments. "Dr. Sheth disagrees, "men make them too. I've made several attempts to enter the kitchen, but my wife regards it as her domain. At night she likes the fan on and I don't, but I let her have her way. I take my family on a holiday and buy them presents to demonstrate my feelings."

"Don't consciously look for idyllic marital happiness," was Dr. Sheth's parting shot. "For there was only one couple who was happy — Sir Winston Churchill and his wife. They both lived on different floors of the same house and met only for lunch."

Jeroo Gorimar

LALL AND ARUNA MIRCHANDANI

Continued from page 13

skin that she would bend her head to avoid looking at passers-by. After a six-month treatment her skin has cleared marvellously."

While her son was growing up, Aruna, bored, depressed and filled with an indefinable longing "to achieve something," was determined not to be yet one more idle-rich wife. She dabbled in law and journalism before taking the course in Beauty Culture.

"Now I'm not bored," she says. "My husband and I have so much to discuss and share with each other." Aside from sharing experiences the couple also pool their income.

Lall, a businessman, says, "As we have more liquid cash now, I am more aggressive and take greater risks. I know, if necessary, Aruna will support me," he jokes.

In addition to the advantage of having a decorative, beauty-conscious wife, Mirchandani feels a career woman is easier to cope with. "Formerly, I would come home tired and she would want to go out. Now she is tired as well and we watch TV or chat in the evenings." Though he supports his wife in her search for self-fulfilment, Mirchandani puts his old-fashioned foot down when it comes to the question of treating male clients. "Anyway she has enough female clients," he shrugs.

Their 13-year-old son is equally enthusiastic about his mother working, and, in fact, distributed her publicity pamphlets when she first set up the parlour. "At the end of the day he asks me how much I have made!" says Aruna. "But I wouldn't have worked while he was young. He would have felt neglected."

The Mirchandani's advice newly weds to either postpone having children or postpone the mother's working life till the child starts going to school. "As far as possible a very young child should not be left alone. But once he grows up she should not stay at home and vegetate," says Aruna.

The only disadvantage of having a career, she concedes, is that "it doesn't leave you much time to yourself." Mirchandani interjects ruefully. "The only drawback is that at one time she used to consult me before buying things, now she just goes ahead and buys them!"

J. G.

MANO AND CAROL CHANDRADAS

Continued from page 13

thirty a.m. He has to fend for himself while she is away, like getting his clothes and breakfast ready in the mornings. But that is nothing compared to the sense of ennui which overtakes Carol when she comes home. She has, of course, to prepare for the next day's classes, but her evenings are completely empty because Mano does not return home till late in the evening. She visits her mother who lives quite close by. Then there is the inevitable problem with servants. They try to exploit her because they know that she is a working woman and has to leave for work early. This is quite disconcerting but Carol tries her best to train her servant properly.

They haven't started a family yet for the simple reason that they want to feel more secure and be able to provide all the comforts for the baby. There again the servant's problem worries Carol—she thinks she would feel nervous to leave the baby with an irresponsible servant. She wouldn't mind leaving the child at a creche.

Carol is career-oriented and she would advise young housewives to take-up jobs if they have the qualifications and the inclination. This is necessary especially when the couple are on the threshold of marriage and have to establish themselves. A little extra money is welcome and most useful for necessities and some luxuries. Both of them are very fond of music and sing in the church choir.

Susie Kuruvilla

SWARAN AND UMA SINGH

Continued from page 13

decided to leave the child with the grandmother.

Every morning, baby with his bundle of goodies, feeding bottles, nappies and rompers is deposited at grandmotner's. Then both go to their separate jobs. In the evening they meet at Uma's parents home and collect their son. Uma says, "In this way I feel I am helping to give my son a better furture."

They both get up at six a. m. in the morning. While Swaran attends to the child, Uma cooks and packs their lunch boxes. She bathes the baby and feeds him. Swaran cooks breakfast.

"In fact, I am proud of my skill and can serve an excellent omelette." Uma has a woman coming in part-time for cleaning the utensils and dusting, etc.

They both talked about how they overcame a rather tough situation. Whenever the child was sick they would both wake up nights and were such physical wrecks the next day that work was impossible. So they worked out a solution. From 10 p.m. to 2 a.m. Uma attended to the child and from 2 a. m. to 6 a. m. Swaran took over. "It worked out beautifully," they said.

Swaran still feels that now that they are economically sound, Uma should give up working. But he also knows that if she gives up her job he may be faced with a difficult situation. He knows that she **needs** the job. It is a part of her and she really enjoys it. To confine her to the house will probably make her restless and unhappy.

They have had to make many adjustments — financial adjustments, mainly. One great drawback of the working couple is their being cut off from social life. They socialize only on week-ends. There are so many household chores which have to be tackled during week-ends, too. Yet, Uma feels, it is a good life — the danger period, the difficult times are over, and Swaran, too, appreciates Uma's role in making life that much easier for him.

Pushpa Hans

MEENA AND AMITAV BANERJI
Calcutta

"I come from a very conservative family, so I got married when I was 18-years-old, just after my graduation, before I could fulfil my educational aspirations. I spent the next 16 years in bringing up my two sons and looking after in-laws and the home. When I was 34 the urge to get back to studies hit me again, so I took up a teacher's training course, specialising in Home Science, because I felt that after such a long break, it would be one subject I would find akin to my life-style. Besides, I'd already studied it as a subsidiary subject for B.A.," says Mrs. Banerji, who is now the Principal of a nursery school at the Jawahar Devi Birla Home Science College.

Mr. Banerji, a Director of Bengal Linn Industrial Furnances

Ltd, was all in favour of Meena's resuming her studies.

Of course, there were speculations and objections from Meena's in-laws. "I feel it went against my father-in-law's principles to let the 'bahu' of the house study, knowing fully well that this would not be the end but only the beginning of a working life for me. But because Amitav gave me the green signal, they were reconciled to my working eventually.

"My salary is like pocket money to me. It gives me a sense of independence. The joy of spending one's hard earned money is great — I wouldn't have minded spending my husband's money—but that's another thing."

"My home is well organised and runs smoothly so this job gives me something constructive to do. Being in-charge of kids is a very strenuous task—both mentally and physically—and I find it's a correct assignment for my kind of mental make-up.

"Had I not been working I would probably have been a nagging housewife," she admits. Amitav adds, "It might strike one as odd, but what we've both gained immensely is peace of mind. She isn't idle—and you know what an idle mind leads to! Besides we both love to curl up with a book—and as she hasn't spent all her hours doing that during the day—she's game. We are both basically home-birds."

If they've lost anything, Meena only feels that she is a bit more dependent on her servants. While Amitav's feels that they've lost "nothing."

Of course, they had teething troubles. Especially when the older generation Banerjis were sick and the kids were ill or needed some extra attention from their mother. "That's when I did find it somewhat of an additional strain and did have moments of doubt whether I'd be able to fulfil both roles well." But if there were any questions of her duties then the head of the family wipes them away, simply by stating, "She was fully devoted to my ailing parents and in no way did she neglect them."

"It gives me happiness and a sense of usefulness to be dealing with children — normal or problem ones—specially kids who have faced traumatic experiences early in life." And the husband is proud of the success she has made of her job. "Starting with 22 children six years ago, she now has 400."

"Our children have fared beautifully. Actually my studying with them simultaneously proved as an incentive for them. There was a spirit of keen competition, and even I worked harder. While I was studying for my M.Sc. in Child Development, two years ago, I took study leave from the school to enable me to attend classes, also conducted by the College. I consulted my sons to see whether they wanted me to continue with my job. And my greatest encouragement to go on came from them."

Amitav finds his sons, "just suitably dependent upon us for our attention—yet they haven't suffered at all. They are doing brilliantly academically and I think Meena's having studied child psychology has been an asset."

Meena says about Amitav's lending a helping hand in her domain: "So far as the kitchen is concerned, his help is confined to suggesting menus—sometimes impractical ones—straight out of the cookery book! However, he meticulously notes the shortages and replenishes my store of provisions and toiletries at intervals, in such quantities which may take months to consume!"

And finally their advice to other working couples: "A positive 'No' to young mothers," says the child psychologist. "The first five years of a child's life are the impressionable, formative ones. It's really merciless and unfair to the child to be left to an ayah during this period. Thereafter, I think all women should work, for it gives them happiness."

A. S.

REVI AND LALITHA THOMAS
Madras

Revi and Lalitha Thomas are a happy working couple. Theirs was a college romance and when they decided to get married, they had to wait until Revi got a good job. Meanwhile, Lalitha also qualified for a secretarial post. Now Revi is a Junior Officer in a firm in Madras and Lalitha works as a secretary.

Here's what Lali has to say about their experiences as a working couple: "As I was work-

ing before we got married, we felt that I should continue to do so, mainly because the added income was welcome when we started our married life. Later, when Revi's prospects improved, he felt that I could stop working, but he left the option to me. I decided to continue working to keep myself occupied and, of course, extra money is always useful. All the same it is comforting to know that I can give up my job and depend on Revi to support us.

"My in-laws raised no objections to my working. Being a working couple themselves they felt it was a good idea for me to work, too, if I wanted to.

"Working has given me a feeling of independence, and also it is important to feel that I am able to contribute something tangible towards building up our home. Working has also enabled me to meet and get to know many people. It is the best antidote to boredom, and keeps me mentally alert. It has helped the economic situation vastly—we can put away a little for the rainy day. We are able to indulge in our whims occasionally. Money does a lot to improve tempers and create a congenial atmosphere. We certainly have not lost anything because both of us are working. On the contrary.

"There are difficulties, the major one being the problem of getting a reliable servant. Servants have a bad habit of playing up when they know you have to depend on them. But where there is a will there is a way. I have often had to do the cleaning and cooking before leaving for office. And Revi is always ready to help. Another difficulty —and this is a minor one, comparatively—is having to rise early, especially on a Monday morning!

"One of the biggest decisions to be taken by a married, working couple is when to start a family. Of course, if one is working just to pass the time one can give up the job when the baby arrives. But women who intend to continue working have to think seriously before starting a family. We did a lot of planning before we decided to have a baby—ours is now twenty days old.

S. K.

BRIG. YASH SETHI AND JANAK
Delhi

Janak and Yash Sethi got married some 25 years ago. Yash was a young Captain then and in those days very few women thought of taking up careers, either before or after marriage. Janak certainly had never thought of working but circumstances forced her into tackling a responsible job some five years after her marriage.

Her father, the head of a big construction company, died suddenly. The firm manufactured storage steel tanks and other steel equipment, some of which

was made for the Air Force. It needed all her will power and strength to tackle her father's job. Her two brothers were still minors and her mother a simple lady. So Janak rose to the occasion. Her husband was posted to a non-family station and she moved in with her mother. She learnt the job from scratch, slowly gaining confidence. She also learned, the hard way, to tackle labour problems, but within a couple of years the production had doubled and the firm was doing fine.

After she had put the firm back on its feet Janak helped her mother to build a house for her and her two sons. After her brothers took over the business she opened her own construction company, in partnership with a friend.

"As for our children, they are healthy, normal, happy boys," says Brigadier Sethi. Working

Continued on page 63

This tin carries the promise of a smooth-as-silk finish.

It is new Nerolac Acrylic Emulsion with micronised pigments.

- Reinforced with SILICONE for durability.
- Washable through years of use.
- Available in Wonder White —so white that you get the cleanest, purest shades with Nerolac Universal Stainers. Also in a wide range of colours.
- Made to a thick butter-like consistency for greater economy.
- Quick drying.
- Fungus resistant.

NEROLAC
ACRYLIC EMULSION

U-GNP-112

THE WORKING MOTHER

Jyoti Punwani

She has been brain-washed and conditioned into believing, over the centuries, that motherhood is woman's natural destiny and fulfilment

Most people get so overwhelmed by the halo woven around the role of Mother (though not around individual mothers) that they don't think of questioning what being one actually entails.

Men, who have, for centuries, spent more than half their lifespan outside their homes, know very little about a full-time mother's feelings and experiences. They just know that she does what she has been doing for centuries "what comes to her naturally" — keeping house.

As for women, after having been conditioned into believing that motherhood is their natural destiny and fulfilment, not to mention an exclusive honour which places them next to (Mother) God(dess), (Mother) Nature and (Mother) Earth, few see any reason to disagree.

So what's the problem? Just that the myth nowhere corresponds to the reality.

Even if one were to concede that woman's biological, natural destiny is to look after the **mul ani chul**—children and hearth—because that's what she was doing at the beginning of time, is man doing today what he was doing at the beginning of time?

Existing knowledge on the subject shows that in primitive times, the matriarchal family was the norm, in which descent was traced through the women. The man was only the biological co-producer of children which did not belong to him, but to the matriarchal clan. The women worked as much as the men and were the heads of the clan in every sense. They were also mothers — not only mothers.

So, by very virtue of their childbearing, biological, capacity, women enjoyed a higher status than men in the community.

If biology determines destiny, if what prevailed at the beginning of time is 'Nature's inexorable pattern', men today must accept the disappearance of the patriarchal family, which emerged very late, with the advent of private property, and which flowered fully only in the modern, post-feudal age.

Going back to those (really) good old days is out of the question. But how well does the later concept of biology-destiny: woman-mother-fulfilment work out today in practice?

The natural corollary of this myth is that mothers cannot and should not do full justice to anything but their children, home and (this is often doubted) husband. "The business of running a home is a full-time job, and no one, but no one, but a mother can do it," asserted V, in his early thirties, and editor of an intelligent general magazine.

Much after the patriarchal family came into being, during the feudal ages in Europe and in many parts of India today, the joint agricultural family was and is the norm. In this, both men and women work on the land and produce wealth for the family household, and children are looked after by family members of at least two generations. Today, the insistence on 24-hour maternal attention is made generally by men, not even by those mothers who have chosen not to work. "I feel free after seeing that they have been fed properly," said Champa S., mother

Photographs: Farokh Reporter

LEFT: Children should be encouraged to pitch in with the housework — for their own sakes especially.

Changing sex roles — sharing equally with childcare.

More often than not, it's the mother who has to take leave when the child is ill.

The Oriental Carpet Manufacturers (India) Ltd.

SUITINGS, TWEEDS, BLANKETS, SHAWLS, KNITTING YARN, SHIRTINGS, JERSIES & CARPETS.

of two little kids, in her early thirties. "They would eat even when I'm not there, but they've got used to having me around.

"I supervise the necessary things—like food, sleep, etc. The maidservant takes them out everyday and tells them stories. They are quite happy with her. We take them out with us about thrice a week. I can leave them at home with the servant for four or five hours confidently, but not the whole day. It's when we go out at night that I worry."

For Shirley, in her early twenties, "It was after my daughter was born and when I had a very good old woman as my servant, that I got more time for myself. Before that, I had to do all the housework myself—a very difficult thing because I wasn't used to it before marriage. When she was newly born I didn't need to be there all the time. Children at that age are so uninteresting, all the mother has to do is see that the child is fed well and at the proper times. My ayah was reliable enough for me to leave the kid with her with all the instructions, and go out for the few hours that she was sleeping. Also, at that age, the child is too small to pick up anything from the ayah.

"It is now, when she has just become two years old, that I need to spend a lot of time with her, teaching her, showing her books."

Mothers who had chosen to work or had had to work, did not of course, feel at all that their children needed 24-hour attention from them. Everyone agreed that a very little child does need constant attention, but it need not be from the same individual all the time.

"When my daughter was born," said Cassy, a 23-year-old typist, "I did think of quitting my job for good. But on second thoughts, I decided that wouldn't be such a good move. I made the most of the leave to my credit, giving her my undivided attention, and I resumed work only when I was sure all was OK.

"For over a year, my mother took good care of my daughter. Afterwards, we moved to our own home and I engaged a maidservant to look after her."

Mrs. Veenoo Sadarangani, a teacher for the past 37 years, left her three-month-old daughter with her husband and mother-in-law in Bombay and went to Pune for a month, as a moderator. "I never felt that she was being neglected. I think 24-hour attention by the mother is too much. Both should be free of each other for some time.

"I left my job because I had to leave home at seven in the morning and return exhausted in the afternoon. But this break didn't last for more than three months at a time, and after a year I went back to a better post in another school. My husband [a private dentist] used to leave home after me and stay home in the afternoon, till I came home. And I fully trusted my mother-in-law and the servant."

Maybe they don't need constant attention, but "in the formative years, which can make or mar him, a child needs his parents. You can't leave him with a servant. He might pick up their language and habits!" said V.

Granted that the child needs his parents' influence most in these years. But what men are arguing for is **one** parent's influence — that too the mother's. Strangely, women who are generally decried as soft, silly and incompetent persons, are held to be totally capable of bringing up a child almost singlehanded.

Even if the mother is at home all the time, is all of it spent on influencing her child? "I spend my free time reading novels, eating, and sleeping," said Champa. Shirley used to go to cooking and painting classes. Hemu, living in a poor joint family, spends half her time doing the housework in her working mother's house.

All of them want to work after a few years, and both Shirley and Champa feel that they would not mind leaving the children in the hands of a really reliable servant.

No responsible parent will leave the child with an indifferent servant or an overcrowded creche. If only the mother can give emotional security, then no child would grow up happy in his grandparents' care. I have seen a very precocious child throwing tantrums over everything her (non-working) mother asks her to do, and being managed only by her father's younger sisters. A friend of mine, whose main source of joy is her daughter, leaves her with her mother throughout the week and collects her every Friday evening, and the girl is as normal as any child.

"I can say with pride that though I've been working full-time all along, nobody has been able to reproach me about my daughter being neglected or my house being at sixes-and-sevens," said Mrs. Sadarangani. Both V, whose Ph.D. wife is at home looking after their son, and Shirley, who's herself at home though "dying to work", spoke of the different roles mother and father played. "Sometimes I think my wife spoils him," said V. "If he doesn't want to do his homework, she has to threaten him with 'daddy will be angry'." "I try not to spoil her," said Shirley, "But it's her father who's really strict with her."

So how good is the full-time mother's influence? The woman's world revolves around her child and her home, with her husband away most of the time. The home doesn't take more than a couple of hours a day. Everyone's out, living their independent lives — it's only the kid who needs her, and whose helplessness can be strengthened into absolute dependence. Till a stage is reached when the growing child realises that it need only start crying for the mother to come running, and that all unpleasant and difficult tasks can be avoided easily. "I used to see my friend's four-year-old kicking up a fuss at the table, refusing to eat till his mother told him a story," recalled Kusum Shanbag, "And I used to think of my four-year-old who ate her food without any fuss at all, so I could leave her safely to be fed by my servant.' "I never rocked my child to sleep in a cradle," said Mrs. Sakpal, a widow, proudly. "I couldn't afford to. And today, my ten-year-old goes to the doctor when his sister falls ill."

This dependence on the mother, which is actually the mother's emotional dependence on the children, lasts much after childhood and even adolescence is over, in India. Mothers in films are often shown feeding their he-man sons with their own hands, while the latter put their heavy heads on their laps. Such Oedipal situations are repeated in real life too. I have seen a 65-year-old grandmother make fruit juice and one special dish every day for her 30-year-old hulk of a son, a successful and superficially charming executive. When she complains of her arthritis to visitors, this **ladla** warns, "There she goes again. Why do you ask her?"

How many of us have had to hurry home from a thoroughly enjoyable evening just to avoid the sight of our mother standing anxiously in the balcony?. Some of us have to cultivate an indifference to this when arguments fail to convince. Others just restrict their outings because her silent reproach is too much for them till one day they break out in anger which hurts her. All this time time we've taken for granted that the woman isn't too keen on a career. The situation is described best in V's words.

"When we married, my wife was working fulltime on her Ph. D. in Russian History. She even went abroad for six months to research the topic further. After the kid came, we put him in a creche for six months, but found he was being neglected. A full time servant too didn't work out. Then we decided, it was better for her to stay home and work on the thesis. After all, the ultimate aim of what we do is to live happily, and if the kid's suffering, we aren't achieving that aim. So I told her, look darling, one of us has to make the sacrifice, and since I can't, I'll work harder to make up the economic loss.

"She has no regrets about it at all. You see, basically she loves doing household chores, sorting out all our domestic problems while I concentrate on my career. Instead of her worrying about her own career, she's moulding our son to become a worthy human being.

"Men are basically very suspicious and possessive about their wives"— but I don't face any of those problems. My wife cooks every meal herself — I don't like servants cooking our food. As soon as I go home, everything's ready. I don't want to face any tension at home after working the whole day at office. This way we don't have any stress or strain at home. We have the sort of peaceful atmosphere so necessary to a man.

"I don't like to bring up this topic with her because she tends to get nostalgic. Sometimes I do feel bad — she might have been a teacher or something. But that makes me appreciate her all the more.

"When we were both out all day it was real hell. She couldn't get to bed till 12 p.m. I had to get up during the night for the baby.

"Her education hasn't been wasted — it comes out in the way she brings up our son, in the way she has done up our home. Her world isn't limited — she reads all the papers. I take her out everywhere with me without feeling ashamed.

"There should be jobs which don't clash with a woman's household chores. Or if I were to spend more time at home, as a freelancer, she could help me with my typing, my research, and her education and talent could be used."

Not everyone is so contented, though. And those wives "basking in the glow of your neglect" (as one song goes) will take it out on their kids and husbands, by nagging all day or worse, adopting a martyred approach.

Most women who have opted out of both situations by insisting on working, who have had to work due to economic necessity and found themselves unwilling to give up whatever little financial independence they enjoy, express no regrets about their decision. Nor do their kids.

Working couples plan to have kids when they know they can give of themselves and enjoy bringing them up. Their children grow up without at least one sexual stereotype — "Mother sits at home, daddy goes to office." They tend to enjoy more of an intellectual rapport with their mothers than others. They also tend to take their mothers less for granted.

Women who are determined to live a life of their own will have to fight both employers, and the State into treating their equality 'as a matter of course', by making suitable arrangements like creches, cooperatives who do most of the tedious and timeconsuming household jobs for one community or locality, and making provision for men too to take time off from their jobs for their own children. As for their closest and most difficult obstacle — the attitudes of their men — it is upto each woman to chose her tactic of winning him over to sharing child care.

LEFT: The processing of cotton offers many jobs to women.

facts about "FACTORY WOMEN"

They crave no career, no special privileges. They are quite happy with the luxuries their added income buys for them

Kohad Ghandy

Indian society has condemned women to the house. Today, a mere 13 per cent of the female population is employed. The few who do make it to the factory have a double burden of factory as well as household work. A job in no way acts to free them from the household chores. Also, their income, which normally is a pittance, just adds enough to the family income to make life a little more bearable. With it, they may now be able to cover the medical expenses of the family and probably, provide a little milk for their children. Or it may be just sufficient to pay for the fuel needed for cooking. Such is the condition of an ordinary working woman.

In the slum in which I do social work, only a few women work. At the age of five an average girl from a slightly well-off family goes to school. About half the families in a slum cannot even afford that, as the money is saved for the son's education. Even those girls who do go to school drop out very soon and barely a handful reach Std. VI or VII. This is so because the cost of education is too high (it includes uniforms, etc.) and also because the girl is needed at home to ease the burden of the mother. Hence from the age of five, she is needed for all the odd jobs at home and specifically for looking after and amusing the younger children.

The girl's childhood thus is almost entirely spent at home and among the family. This continues till she attains puberty, at which time the parents then generally let it be known in the community that a daughter is now available. (For sale?). At the same time a potential mother-in-law looking for a girl for her newly employed son, anxious to decrease her burden at home and tempted by the fat dowry (probably needed for the marriage of a daughter), enters, and the girl becomes a 16-year-old bride. After a grand ceremony, which marks the realisation of all her expectations, she enters her new abode to be driven by the members of the house and specifically the mother-in-law to work from morning to night. The only time to breathe is when her husband returns late at night, sometimes beats her, and then of course gives her the final fulfilment with sex. Within a year she starts producing children. In this way, the 16-year-old bride establishes her own prestige within the family, with four-five children to her honour.

I have noticed that it is normally at this age (27/28), after having produced all her children, that the working class woman in the city looks for a job to supplement the family income. (A few of the younger girls do work as servants in some buildings, but those are the more "forward" type.) This job is normally quite an erratic affair, being of a temporary nature. Finally, in old age (which comes rather early for the poor) she is given her respectful due at home (as grandmother of about ten children) till she finally passes away.

This, then, is the kind of life that the majority of the women of our country have to lead. Let alone having a career, their life is like that of an animal—with no future, hardly any aims, and confined to the four walls of a hut. But are the 13 per cent of those who get out of their houses any better off?

Of these, 8 per cent are in agriculture and do all the household work and the most monotonous jobs such as weeding on the fields. The rest are the urban employed women. Of these, the number of women employed in the organised sector are 21.88 lakhs out of a total of 192.80 lakhs. Of these 50 per cent are employed in the service division, while the manufacturing sector employs a mere 20 per cent.

Women working in factories can broadly be classified into two types:

(a) Those working for large companies and multinationals and (b) those working for small companies.

I interviewed women from both these categories. The one thing common to both was that the burden of work in the house had in no way diminished even though they were doing a job outside the home. Husbands rarely offered to share the burden at home and the women did not even expect it of them. Because of this added burden, women are less resistant to industrial diseases than male workers.

On talking to these women, I found them more interesting than those who were confined wholly to the house. The latter had absolutely nothing to say about their lives—they just took things as they came, as though it was fated to be so. On the other hand, those who were working had much more life in them, were more confident of themselves and far more enterprising than their counterpart stay-at-homes.

Did the women feel more free in their relationship with men? was the next question I asked them. None was able to understand what was meant, because the very thought of lack of freedom had not even entered their heads. They understood their position in the family as a fixed and given position, so how could the question of more or less freedom arise? But on close questioning I found that there was certainly an element of greater independence in these women than in their non-working counterparts.

Women working on the assembly line of an electronics factory.

Let us first look at the women working for the larger companies, such as the pharmaceuticals. One astonishing factor here is that the majority of these women are from a lower middle-class background and not a working class background. The job is a means for them of supplementing their husbands' income to provide a few luxuries at home. They earn anything from Rs.

400 to Rs. 800 per month and as the combined income of the husband and wife is in the Rs. 1500 range, such factory women workers feel superior to the ordinary workers of the factory. Also, for this reason they tend to be more on the side of the management than that of the union. Their working conditions are reasonably good, with creches for their children and two to three months maternity leave, as required by the Factory Act (1948) and the Maternity Benefit Act (1961). The jobs they do are invariably of an unskilled nature.

A manager in a multinational pharmaceutical firm praised the women workers in his factory as being more competent, and more capable of concentration, at their jobs while a silk mill's personnel officer remarked that the rate of absenteeism among women was lower than men, "because they are more conscientious and also, they don't drink." Yet, women rarely go above the traditional jobs given to them—packers, bottlers in pharmaceuticals; in the winding, folding and reeling department in textile mills and assembling delicate machine parts in electronic firms. "Men resent working under a woman," said the pharmaceutical manager. "Secondly, since women tend to be rather timid, they are hesitant to point out the mis-

A woman weaver works on a loom.

akes of those under them. For example, they might let an entire defective batch of tablets pass on the belt, and then complain about it, instead of deciding firmly to stop the batch going any further as soon as they see the defect." Most women do not go in for skilled industrial training at institutes. Since traditionally they have been denied skilled jobs, new applicants for such jobs are also rejected due to their "lack of experience"—thus making it a vicious circle, which can be broken if industrialists start giving skilled training to women in their factories.

The women I spoke to showed little interest in their work and none at all in their unions. In fact, many were not even members of the union and quite contemptuous of all union activity. "That's a man's job, why get involved in that bother?"

While most women felt this way, these women also felt that instead of joining their unions and demanding better conditions they should, on the contrary, "work harder." "We don't get bonus because we are lazy and careless," they said, revealing, besides a low opinion of their working abilities, a shocking ignorance of their rights. They didn't know that bonus had nothing to do with their being lazy or careless—if at all they were so. This is what the two or three managers I interviewed meant when they praised the women as better workers than men. "They are more docile, more sensitive to criticism and hence more careful in their work than men, who have the backing of their unions. As though this passivity was not enough, women's organisations, like the All-India Women's Conference, demanded, in 1974, a "five-year ban on strikes"!

These women certainly picture no career for themselves. They are quite happy where they are and with the luxuries their added income fetches them. The fashionable clothes and careful make-up in which they turn up at the factory is a sign of how proud they are of being a little higher up in the economic and social ladder. All they are now interested in is staying there.

It is quite a different category of women we come across in the smaller factories. Here the conditions of work are terrible, the wages atrocious and the women workers come from the poorest of poor backgrounds. Generally, the women are paid from Rs. 2 to Rs. 4 per day, normally as casual labourers.

The Factory Act applies only to companies employing more than 20 workers. To avoid conforming to the Act's regulations, many small-scale employers see that their workers don't exceed 19, the next ploy being to show 19 on their register, whatever the actual number of workers. One woman employed in such a unit said, "When the factory inspector comes, we are pushed out from the backdoor."

Hence most small-scale units, located in dark, ill-ventilated, filthy and unhygienic industrial estates, do not observe any minimum wage, or fixed hours of work. "We stay on till the day's work is over," said Sucheta, working in an electronic company at Andheri. "Sometimes till six p.m." They start at 8 a.m. Here again there is no such thing as equal pay for equal work; in match factories, men may earn four and a half times as much as women doing the same work!

Renuka, working in a textile unit, which took contracts from big firms, said that they were paid at a piece-rate. Now women could not work overtime. So the male workers worked overtime and finished most of the quota of work. Hence women got less work to do and were paid less.

Women employed as menders have to put in more labour on one piece of cloth because of the defective machines, usually found in such units, without any extra payment.

The Maternity Benefit Act and the creche regulation again apply only to factories employing more than 20 and 60 married women respectively. Hence, small-scale units automatically fall outside these provisions. The usual practice is to dismiss a woman as soon as she becomes pregnant.

The question of a career even entering the minds of these women was totally inconceivable. What could they possibly look forward to? A regular Rs. 4 per day was a boon for them.

Some of the women I spoke to felt obliged to the owner for the job he had given them. They felt it as a favour the owner was doing them. But at the same time, many of them were interested in union activity, and most supported the other workers against the management. But again, their activity was limited due to the necessity of returning home immediately after work.

They do not attend union meetings on holidays as all their free time is claimed by their families. But while these women did want to participate in union activity, surprisingly, the union leaders didn't seem so keen. Many of these believe, irrationally, that women take away jobs needed by men. One women who does legal work for a leftist trade union told me that the known trade union leaders (almost all male) felt that women were not only too "bound down to their homes, but also culturally and intellectually inferior to men, and hence need not be considered as potential union activists." (Thereby wasting some good potential, if what the labour officer of a leading textile mill said is true of all women workers. "Women, if they join the union, are the most militant and uncompromising." One reason for this is suggested by a pharmaceutical manager. "Having seen more of the world, men have learned to make compromises. Women, on the other hand, will not accept any compromise in the management—union's negotiations.") "The union leaders don't even like their own wives to participate in union activity," continued the legal worker. "They never take up women's problems. Many industrial estates don't have separate latrines for women. But such demands are never made by the union." The attitude of union leaders was summed up by one woman worker. "They never tell us what they are fighting for. We are just put in front of every morcha and told what slogans to shout."

One thing that I found rampant in both the larger firms and the smaller ones was the sexual exploitation of women. The younger workers invariably have to oblige their seniors sexually if they are to maintain their jobs—seniors ranging from foremen to directors of the company. In some companies it is so bad that young women are recruited only if they are prepared to give sexual favours to their seniors.

Small-scale units generally employ contract labour. Here the contractor can use his job-giving power to exploit a woman. In medium and large scale firms, it is quite common for the supervisor to have his favourites. These are generally entertained after office hours, while reaping official benefits in the form of increments. Some women working in big companies, with relatively better salaries, may not mind obliging their seniors. The above quoted pharmaceutical manager spoke about applications from women in which they were "ready to do whatever is required of me from my seniors." Perhaps these women anticipate that their vulnerability will be taken advantage of without their being able to prevent it. As Sucheta said, "A woman who has been sexually harassed by her boss in a small-scale unit, generally feels too ashamed to talk to others about it. She expects to be scorned by her colleagues, and may either retire into herself, resign herself to such treatment, or see it as a profitable bargain, or just leave the job. Even stretching yourself out of fatigue is regarded as provocative by male colleagues." Ironically in big firms a woman promoted for sexual reasons is less resented by the men, than one promoted on merit, since the former poses no reflection on their own working capacities.

To sum up, factory women cannot be career oriented as no careers are available to them. They see no possibility of rising any higher than a factory worker, as no opening actually exists. Today, when jobs are not available even for men, what chance do women stand? None. In fact, due to automation, and due to the Factory Act, etc, men have started replacing women even in their traditional fields. In 1928, women made up 20 per cent of textile labour. In 1974, they were only nine per cent. Once a factory expands, and starts working in shifts, women are retrenched wherever possible, and all future employment is stopped. They are not allowed to work on night shifts and men are not willing to work on the second shift week after week. Provisions like paid maternity leave and creches are looked upon by employers as unnecessary expenses, which don't have to be incurred on male workers. On the other hand, in small-scale factories, women's "weaknesses" and professional skills are fully exploited to the employers' advantage.

Only in a totally different economic system which breaks the barrier between man and woman and creates jobs for all, can working women expect to play a fuller role in society.

FOAMING
FRESH
FRAGRANT

MEDIMIX
AYURVEDIC TOILET SOAP

Doctors prescribe For Skin diseases like Pimples, Black Heads, Tinea,-Prickly Heat, Dhobies Itch, Skin Itch & Dandruff.

Sweet smell of Thazhamboo (Kewra) Lingers on you & Ayurvedic Herbs gives a pleasant Coolness throughout the day.

CHOLAYIL PHARMACEUTICALS 1, Palayakara St, Madras-600 023.

NEW KITCHEN REVOLUTION!

SCRATCH RESISTANT COATED COOKWARE

TRUPTI

Extra tough

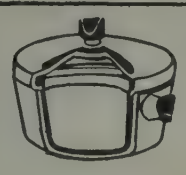
non-stick, non-staining scratch resistant coating...

...permits use of metal spoons and gives longer life- exclusive to TRUPTI only.

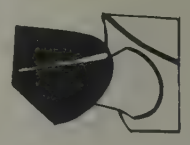
...saves oil and fuel-upto 50%

...gives even frying and cooking.

Other exclusive features :

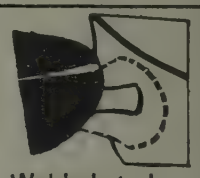


Thick bottom, thin sides distribute heat evenly !



Spacer protects the handle and your hands too !

Heat resistant easy finger-grip knob.



Welded stud means smooth inside finish and no loose rivets !

BETTER COOKING

- No more burnt foods !
- Cook with or without oil !
- Retain appetising shapes of Cakes, Dosas and other foods !
- Retains natural food values !

BIGGER SAVINGS

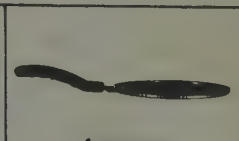
- Saving in fuel
- Savings in cooking-media
- Savings in cleaning detergents
- Savings in time and effort

cook N serve utensils in low modern profile.

Lids are bright in colour & anodised

frypans

saucepans



tavas

casseroles

the range that pays for itself

TRUPTI INDUSTRIES

Roxy Chambers, New Queens Road, Bombay-400 004.

DEALER'S ENQUIRIES SOLICITED

VENART/GAA

REFLECTIONS OF A DIEHARD M.C.P.

K. S. Rao

These are the views of a notoriously antediluvian M.C.P. and are being published only because we women must be fair even to our worst, most obscurantist enemies. Our case is strong enough, but you have been warned.

To me, a "career woman" is a contradiction in terms — either one is a woman or one is an earner. The first woman who chose a career instead of being a wife and mother was the whore — hence the description of prostitution as "the oldest profession." Of course, this is no reflection on today's career women, because in those days a woman had only her body to sell. Today, women have mastered a multiplicity of talents and training and they have invaded every field of human endeavour — from truck driving to space flight. But to the extent they have succeeded in their careers, they have diminished as women.

This view may well raise the hackles of the modern miss who wants the best of both the worlds — her privileges as a woman and right to equality. But both science and logic support it. Even the most strident woman libber must concede that biologically women are built differently from men, (vive la difference, of course) and this is not confined to the surface contours only. It goes right into the genes and your genes are your destiny. And it is not even merely biological. Mentally, too, women are conditioned to be wives and mothers — the vast majority of them. Because the new discipline, sociobiology, has proved that careers go against the genetic nature of women, it is condemned wrathfully by women libbers as a dark design by M.C.P.s to perpetuate male dominance. But wrath is no substitute for logic, nor can you wish away nature's inexorable laws.

And it is not as if nature has been unjust to women. Actually, it is man who is the victim of nature's sexual arrangement. To man reproduction is a matter of minutes (seven, according to Irving Wallace), and it is all pleasure, ecstacy. To woman it is a much more prolonged process. The few minutes of pleasure are followed by labour, pain and anxiety. But what follows? Because women have to invest so much time and hard work in the reproductive process, they are a scarce commodity in the sex market and the poor male is reduced to the status of a perpetual supplicant willing to invest his whole life in keeping one woman happy and secure to earn her sexual favours. Add to this the allurements women have been endowed with by nature — their swelling breasts, luscious lips and swaying hips — and you can understand why the poor male of the species slavers at the mere sight of a well-stacked woman.

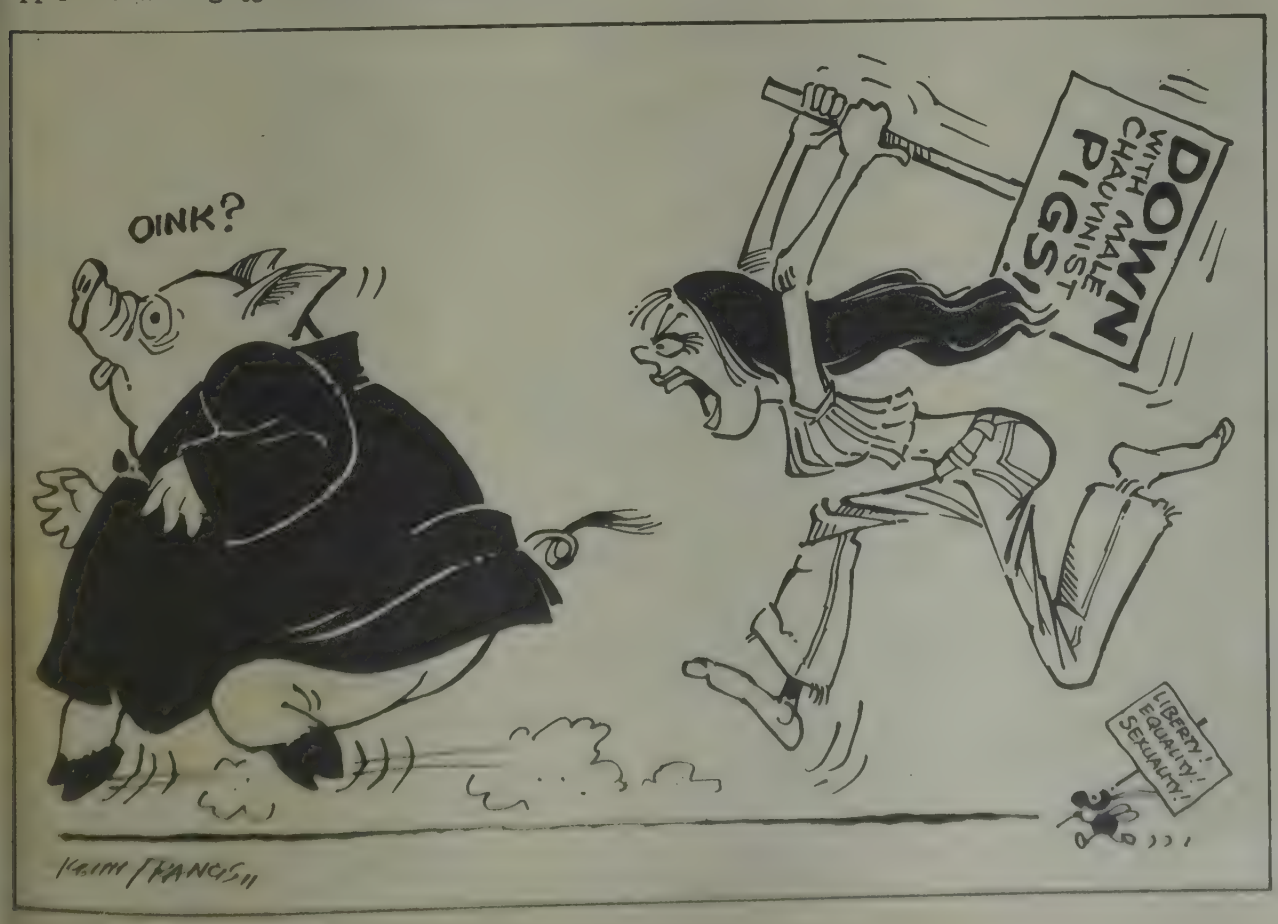
A career is an unfair proposition for a woman. It increases her work load, reduces her womanliness and loses for her, her husband's feeling of responsibility

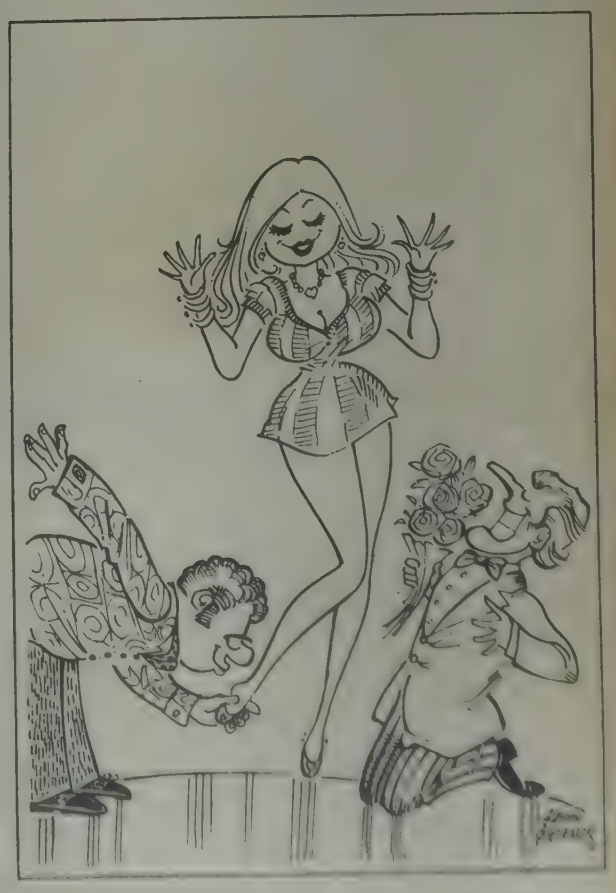
To prove that woman's destiny is motherhood is perhaps labouring the obvious. But why should, the woman's libber might ask, a woman be a wife to achieve motherhood? This is a matter of psychology. Which normal woman does not long for the security of a husband? Most bachelors enjoy that happy, carefree, independent status by choice; most spinsters remain unmarried by compulsion. Male chauvanism? Look at the ads, lady, addressed to females. The whole thrust of the bright lads of the ad. agencies is to help them catch a man and, having caught the unsuspecting slob, to keep him safe from other predatory females. Women not only need security, but also affection and permanence in an emotional relationship. That is why most women are monogamous, while most men are polygamous. So much so that a woman who displays sexual aberration is called a nymphomaniac, while for man there is no such specific pejorative term.

And now we come to the crucial point. Conceding that women need to be wives and mothers, why should this prevent them from taking up a career? For the simple reason that being a wife and mother is itself a full-time career, and a career outside the home must necessarily clash with her biological role. And here let us avoid the usual mistake, especially in India, of making the exception the rule. Let us keep in mind the vast majority of ordinary women and not legislate for an exceptional Madame Curie or a Balasaraswathi or an Indira Gandhi.

Creative careers are few. And a wife who comes home tired after a hard day's work in some dingy office is certainly in no position to radiate warmth and sweetness like a wife who has been waiting at home for her husband's return, looking her best, eager to get him relaxed after the stress and strain of the day's labour. (vide "Total Woman" by Marabel Morgan, which was reviewed with such a superior sneer in the Eve's Weekly of June 4, 1977.)

Continued on page 59





With the removal of all the legal, political, economic and educational barriers that once kept woman from being man's equal, the whole world lies open to her. She is moving out of her little world of kitchen, sex, babies and home into the world of thought and ideas, the life of the mind and spirit.

It was the need for a new identity that started women in the West, a century ago, on that passionate, vilified, misinterpreted journey away from home and towards emancipation. The development of women was blocked at the physiological level with, in many cases, no need recognised higher than the need for love or sexual satisfaction. Even the need for self-respect, for self-esteem and for the esteem of others — the desire for

ARE THE MEN ALONE TO BLAME? DON'T WOMEN EXPLOIT THEIR BEAUTY AND SEX? IF A GIRL HAS MORAL STRENGTH, ABILITY AND INTELLIGENCE, NO MAN CAN EVER EXPLOIT HER

Indra Gidwani

strength, for achievement, for adequacy, for mastery and competence, for the confidence in the face of the world and for independence and freedom — was not clearly recognised for women.

The fundamental human drive is not the urge for pleasure or the satisfaction of biological needs, but the need to grow and to realise one's full potential. All the roads by which men have realised themselves are now open to women. Even our Constitution guarantees women equal rights. We have women doctors, nurses, teachers, film stars, architects, engineers, models, singers and dancers and more and more women are becoming career minded.

But woman is finding it difficult to realise her full capabilities in fields which require initiative, energy and work and in which men resent her success. She has been economically and sexually exploited on a large scale. The great mass of women, illiterate, submissive after centuries of subordination, with little realisation of their rights, could scarcely take advantage of the new freedoms to the degree which men could.

Woman has been an oppressed class, dominated through male self-interest, prevented from developing as human beings by a system which prostitutes them in and out of marriage. Sex is deep at the heart of our troubles and the most pernicious of our systems of oppression. Unless the ideology of real or fantasized virility is abandoned, unless the clinging to male supremacy as a birthright is finally foregone, all systems of oppression will continue to function.

Sexual domination obtains nevertheless as perhaps the most pervasive ideology of our culture and provides its most fundamental concept of power. This is so because our society, like all other historical civilizations, is a patriarchy. The army, industry, technology, universities, science, political office and finance — in short, every avenue of power within society, including the coercive force of the police — is controlled mostly by men.

The most sexually exploited are those who seek careers in the entertainment world, where women haven't realised their full human potential and fall an easy prey to man's lust.

Germaine Greer, in "The Female Eunuch", writes: "Female entertainers, dancers, strippers, appraised by prospective employers in these professions have horrifying tales to tell, most of which are apocryphal, but I can remember humiliation myself which I had rather not undergo. When I went recently to present myself to the producer of a well-known T.V. series at his request, or so I supposed, he sneaked in a wet kiss and a clutch at my breasts as an exercise of his power, a privilege which he could not have exacted from any of the men who have appeared on the same programme. I have since instructed my agent to turn down any offer of work from him, but most girls would not be in a position to do that. The entertainment business has always been cheek-by-jowl with prostitution from the days when leading ladies of Drury Lane and the Comedie Francaise were also the leading courtesans."

Our film industry employs a large number of the fair sex in various jobs. Most female artistes in the industry are neglected and made to look as mere decoration props in films. In fact, a group of six city feminists led by Mrs. Ela Bhatt, the Ramon Magsaysay Award recipient, has demanded a new look for "women" in Indian films, realistic and practical, thus giving a more dynamic image of woman to replace the old traditional one of servile appendages of man or as sex objects.

Their findings are that undue importance is being given to physical attractiveness. The beauty of women is overemphasized as if that were the cause of her being They complain, "The beauty is used as a bait to attract the hero and the villain in the story and the gullible audience in the cinema halls."

Was there a lot of sex exploitation in films?

"Everybody is not exploited. Individual behaviour, education and family background count. Nobody has dared to take advantage of me in the film world," says film star Zaheeda, who has acted in films like "Prabhat", "Anokhi Raat" and "Prem Pujari".

She feels jumping in and out of bed doesn't get a film star to the top of the ladder of success. "Sleeping around with producers, directors and financiers may land you a bit role or a few roles but it doesn't make a great star out of you. How many people after all have come up by using sex? What is needed is talent and luck."

Familiar with the film scene for years, Zaheeda says the whole set-up has changed. "Sex

has been there since time immemorial but there was a subtlety about it. Today, it's an open house in filmland. There's a lot of loose talk on sex. There's no respect for yourself and your co-artistes. This will reflect very badly on their work which I consider sacred."

Why is there so much sex in the entertainment world? Zaheeda feels the very word entertainment is exciting as it involves beauty, art and romanticism. A lot of showmanship is also there. "A producer would always like to be surrounded by six or seven starlets. It boosts his ego. Every woman is considered a sex object and in film there's much more provocation. You see a lot of bare backs, bare bosoms and bare legs and this would excite any man. Most of the young stars are to be blamed. They dress in a very cheap manner and the producers and directors get the message.

"Why should film stars complain when most of them freely and willingly compromise their morals for glamour and bright lights? The film is one medium which gives you instant popularity. Girls would do anything for glamour. It's up to them to spurn the lewd advances of some of the film-makers. After all, how long is popularity going to last? You can't stay at the top forever. Is stardom worth the degradation, the heartbreak and the tension?" she queries.

WILLING

Today, every girl wants to be a film star whereas 20 years ago eyebrows were raised if a girl so much as mentioned that she wanted to join films. "A girl wanting to be an actress is mentally prepared to do anything. She compromises 90 per cent before getting into the celluloid world. Then why crib about it? Men exploit women and vice versa. It's mutual. Why call men names, when girls are scheming and plotting to get roles by hook or by crook? If a woman claims she's an equal of man, then where does the question of exploitation arise? If a girl has the strength, ability and intelligence, no man can exploit her," says Zaheeda with conviction.

She quoted instances of stars who have achieved success by dint of hard work, talent and luck: "Nargis never compromised herself to get good roles. It was a slow climb for her but she worked hard and made it to the top. Shabana Azmi got the right role at the right time in 'Ankur' and that made her. So why can't others?"

For girls who want to exploit their beauty, modelling may seem to offer another way out but even after training in deportment and the use of cosmetics, the aspiring model must get together a composite of good photographs and hawk it around the agencies. The most successful models have been exploited by photographers, a profession dominated by men. A model is paid months after she has done the work, most often she will find that she is not in work, and must resort to more ignoble expedients to make ends meet. Nude modelling for girlie magazines abroad pays very well, but the indignities are almost insupportable. Bob Guccione of "Penthouse" boasts that his girls are put on the pill so that their breasts and buttocks swell, sent to Tangier to suntan, have their teeth capped, have moles removed, are clothed, coiffed and manicured at the expense of the magazine, and then paid £ 200 a day for a week while they are photographed.

A top Bombay model who has been in this profession for over a decade says, "When we started, modelling was fun and it was clean. Now girls are more bitchy and not so serious. We went into modelling with the intention of being photographed for a product and not being mauled by men. These days girls model for getting good contacts or some of them think it's a one-way ticket to matrimony."

Giving us the lowdown on the modelling scene, she said, "As more and more girls came in, you have to be sweet to photographers to get assignments. Advertising agencies throw parties where clients, photographers and models are invited. These are hep parties on the beach and in the restaurants, where there's a lot of drinking and dancing. If you don't attend these parties, you are considered a square and there are no assignments for you. If you hug and kiss, dance cheek-to-cheek and even go further with them, you land up with plenty of assignments. All these men have a fixed image of a model as an easy game and a good time girl."

PARTIES

There's sex-exploitation all the way through. "Organisers of fashion shows throw parties where the sponsors — mill magnates — get high and misbehave with the models. If you don't go to these parties, the sponsors make sure that you are not included in the show."

She said there are models who don't mind doing anything to get somewhere. "If a model has zoomed to the top, you can be sure that she has sold her body. In some cases where sex is not involved, photographers and organisers of fashion shows take a cut. Either way, it's exploitation. If you are absolutely straight, you have to fight for assignments."

She has had several unpleasant experiences. One of the men from an agency called her one day and asked her to meet him at sea Lounge in the evening. She thought he would be offering her a photographic assignment, but was shocked when he said, "We have a lot of people coming down, why don't you meet them? You will be getting Rs. 1,500 for one evening."

Another glamorous field is advertising where girls tend to get exploited. A highly qualified girl with a Master's degree, who is now working in the advertising department of a big group of publications, has had to go through a lot of hardship because she refused to be treated merely as a sex object.

"I was working for a big chain of hotels and organising their Exhibition. I had to sell their stalls. I had to meet a lot of people in Delhi and Himachal Pradesh. When I met them, they would make advances to me. I learned to keep them at a distance. I used to tell them 'I am not here to sell myself.' They did understand but there was a stigma attached to the job. I booked many stalls despite everything but the exhibition was cancelled and I didn't even get paid for six months.

ADVERTISING

"I then got into a publication which after some time didn't do well and I was out of a job. After this, I started selling space for a technical journal. I met clients in the industrial world. Initially, they would ask me to meet them for coffee. Then, they would want to discuss advertising over dinner. When I told them I wanted to meet them during the day, they would say they didn't have the time. Now, I'm working for a big publication and these clients look at me with respect. When I joined this publication, even in my department I wasn't accepted. I was looked upon as a sex object. I don't see why a person of my calibre should suffer and be taken advantage of," she complained.

In her few years' experience in the advertising world, she has come across women who, to get business, are willing to compromise. "The girls enjoy it. Clients spend lavishly on them and take them to top hotels."

Some advertising agencies, she said, kept good-looking women for entertaining and keeping the clients in good humour. "Small one-man shows depend heavily on women. A woman will never be spared in this profession. The image of an attractive woman is the most effective advertising gimmick," she remarked.

"Instead of selling their bodies, girls should learn more professional ways of selling space."

An advertising manager of a large publication who has been in this field for over two decades, said, "I personally feel it's not difficult to survive if one maintains one's character. There are 10 to 15 per cent women in agencies and the smaller ones are exploiting them. The bigger agencies, however, sell on merit and their creative work."

He said in the last eight to 10 years the number of girls had increased and that "exploitation of girls would prevail in any field. A man would never miss a chance to have a go. The desire for sex is always there. But I know of cases of girls who woo the men to get ads. They like to have fun and a whirl of cocktail parties."

There has been a change for the better in the last 10 years, according to this ad man, "Previously everybody felt that a girl selling space was cheap. It's not so now."

The most overt kind of handmaidenship is practised by secretaries, part of whose function is to protect their bosses' egos, and even to cover up their mistakes. The secretary is a boss's status symbol, like his wife: the more her duties are limited to his requirements, the greater her value. The covert caresses of secretaries are already squalid enough.

SHORT-CUTS

A glance at the appointment columns of a daily newspaper will provide an insight into the qualities of a perfect business acolyte: a secretary must be attractive, lively, intelligent, tactful, efficient and well-groomed. In almost every case, the age is indicated, and the conflict between desire for an attractive woman and an efficient one sometimes produces interesting results. Nobody wants a mature woman as a secretary. Thirty seems to be about the limit.

Even air hostesses, among the most envied of female employees, are no more than glorified waitresses and are often exploited by the crew.

Today, woman is enlightened and educated enough to be aware of her rights and opportunities. If she doesn't want to be exploited, she needn't be. A strong purposeful woman would prefer to be treated like a person, not like a woman. But there are some women who want the easy way out. They exploit their own sex and the weakness of man to further their own careers. The rise is quick this way but one has to pay the price. There are instances of men using their wives: they make them have affairs with the top executives of their companies to get promotions.

Jobs mean money and it can be earned anyhow. A career means more than a job. It seems to mean doing something, being somebody yourself, not just existing in and through others. There are careers like architecture, engineering, medicine, teaching which are asexual and open to women. The onus here is on women who must not only equal men in the race for employment, but outstrip them.

The search of women for themselves has just begun. It's driving them to become complete. Women can affect society as well as be affected by it. A woman need no longer be sexually exploited by man. Like a man, she has the power to choose and to make her own heaven or hell.

it was the nightingale

Shashi Deshpande

The last time, I say to myself, as I fit my key into the latch. Then I smile at myself. What a portentous phrase! I have always had a hatred of exaggerated emotions. I have learnt to play down my own. . . most of the time anyway. Today is one of those other times when I can't. I'm brimming, spilling over with feeling. Before opening the door, I make a fierce attempt to cork them in. I succeed, but it makes no difference anyway. For the atmosphere in the house is redolent with emotion. His resentment and anger come across to me, nebulous like a rising mist but tangible enough to choke me. All the way home I have been indulging in a savage self-flagellation. Thinking. . . how shall I excuse myself? How shall I show him how desperately sorry I am about coming home late? Now, seeing his face, everything dries up in me. There is nothing I can say which will undo what I have done. And yet, there is no anger on his face. Only I, who know him so well, can sense the storm behind the imperturbable calm. I know his very stillness is intended to be a loud reproach.

I go quietly into the bedroom without speaking. My packed suitcases stand with an air of finality against the wall. The room has the desolate look of one denuded of all personal articles. His things are still there, but it now strikes me how abandoned they look all by themselves. Hurriedly, I throw my bag on the bed and wash my hands, my feet, my face. I am wiping myself with the towel when he enters. And suddenly the silence between us is unbearable. "I'm sorry, I'm very sorry," I stammer out. "Don't, oh, please don't make a thing of it today. Not today, please not tonight."

His calm breaks and the words cascade out of him. "I could say the same to you, couldn't I? Why couldn't you have come early today? Why come late today of all days? Do you know what time I came back? Do you know how often I've looked at my watch? Do you. . .?"

"I couldn't help it. I'm sorry. You know I didn't do it deliberately. There was so much to do, so much to clear up. . ." My voice trails away.

Ever since I decided to go, there has been this vague something between us. We had just managed to come to terms with it. Why did I, I ask myself angrily, have to bring in the shadows again?

"So much to do! And I, I suppose, had nothing!" The anger in his tone withers me. "I had planned," he goes on, after a silence in which I can see him trying to compose himself, "to go out to dinner tonight. It's too late now."

"I'll get ready. It won't take any time."

"Don't bother. I've put the cooker on."

I feel guilty and resentful. Every way I turn, there's a "no entry" lane. He is obsessed with his hurt. I have accepted that. And yet his pain pierces my armour of understanding-but-not-caring. As I set the table, I teeter on the edge of self-abasement. Anything to get over this sullen, hurt-filled silence.

Instead I say, "Dinner is ready."

We sit down to eat. Now is the time to talk of practical details, business matters. But we have been so long preparing for this time, that everything has been said a long time back. There is nothing left for this last night. Only those futile protestations, those unending demands, those eternal promises all lovers make when parting. These are not for us. What promises can I make him? Or he make to me? This is the price of too deep an understanding. We can never use the small change of love. And still I know I have to speak now.

"I. . ." I begin and choke over a mouthful. He looks at me inquiringly, waiting patiently for me to go on, his raised eyebrows mutely asking a question. I will see him like this so many times, looking at me with that quirk of his eyebrows. And the memory will pierce me like a knife, leaving me limp with longing. Will the memory blunt one day and cease to stab and hurt?

Suddenly I am aware of what I'm doing. I am putting two years between us. A fearsome period. Two years of experiences we will not share. And each one a brick that can ultimately create a wall between us. It isn't quarrels that shatter a marriage. It's doing things apart. Can we stand two years of separateness? Confronted with this thought, the link between us seems tenuous.

"What were you saying?" he asks me, polite as a stranger.

No, no stranger. I will break down the wall.

"You have beautiful eyebrows," I say.

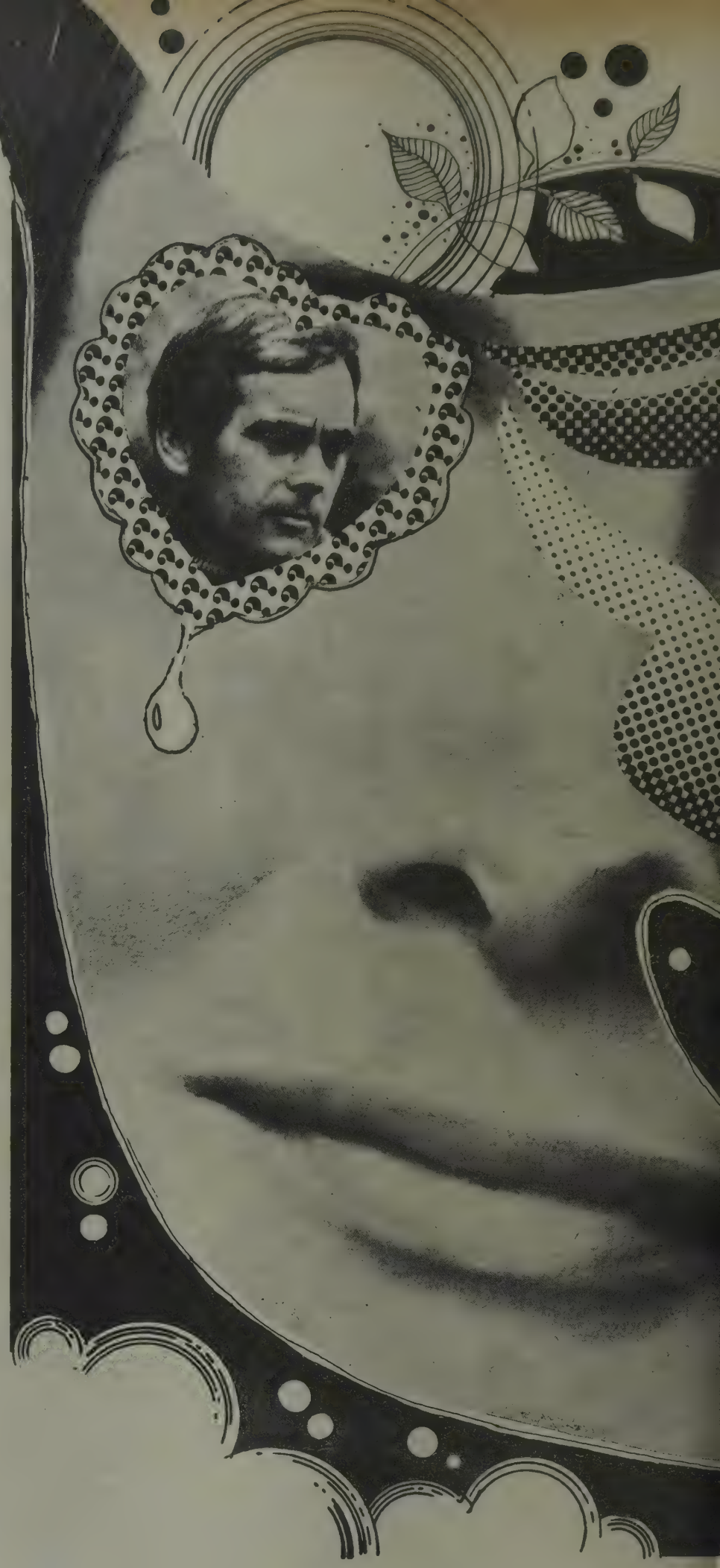
He stares at me in comical astonishment. I begin to laugh. But as his look changes I begin to feel the fluttering in my stomach that is for me the harbinger of desire. Thank God we are eating at home. He is so impatient, he scarcely lets me wash my hands or rinse my mouth. "Oh, don't don't don't. . ." he cries out and suddenly I leave everything and go to him. "Why do you. . .?" he mumbles and stops as his mouth finds mine. And then we are lost. No, not lost. Found, because this is where we really find each other. We do not have to search. Each goes out to the other and we are merged in a oneness that is absolute. I give all of me until I am only a hollow ecstasy. No, pain. And then I realise that he is holding back. I will not let him do that. I am stronger, and fierce and fiery until he melts and responds with equal intensity.

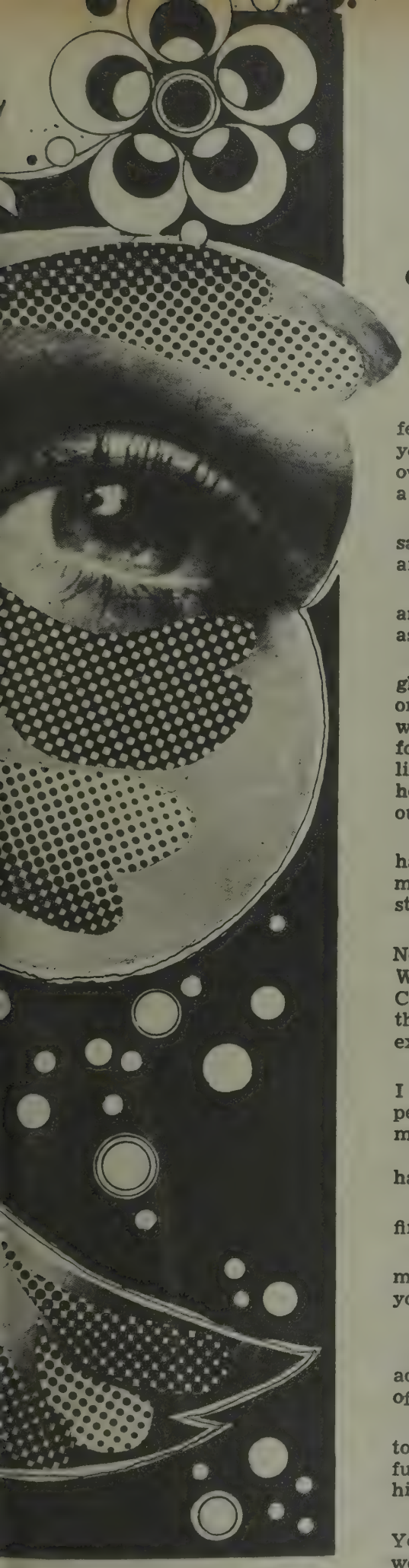
Later we lie in the usual serenity and peace that descends on us after loving. But I know it is ephemeral and spurious. His hand lies heavy and limp and unresponsive in mine. My body has ceded into the background. My mind is active and alive. And I know I must speak.

"I wish," I say angrily, "you had refused to let me go."

"And how could I?" His voice is drowsy. But it is lassitude and not content that makes it so. "If you had once, even once, showed the smallest doubt. . . But there never was a doubt, was there?"

Never was a doubt. . . He does not know, he will never know, how I have fought myself. How





"You know, Jayu," he says, "I believe it is not pride or ambition but obstinacy that is your real vice after all."

I have longed to give ambition and success the go-by and stay with him, throttled by his love. No, not throttled. That's not fair. It is a sopoforic, his love and mine, which makes me long to lie down in a lethargic bliss. And I would have, but for that savage in me, the savage I myself have nurtured, which destroys all such self-destroying doubts.

"No," I say, hating myself for saying it. "I had no doubts."

"But what intrigues me, Jayu," he goes on quietly, "is this. . . why are you really going? Is it really going to make all that difference to your work? You know you've just begun feeling your own way. And you don't crave for a 'foreign-returned' tag. . ."

"You know why I'm going," I say lightly. "To get a bigger salary when I return."

"And when have you done anything for so simple a reason as that?" he says equably.

He knows what it is. I am frightened of myself. If I give in once, if I give way once, I will walk that road of self-abnegation forever. And shall I then end up like my mother, who stripped herself of everything and cried out against us as denudators?

"To go now when you need not have gone. To go when we had made other plans. I cannot understand you."

Other plans. To have a child. Now the child will have to wait. We will not let it be born yet. Can you feel a traitor to something or someone who does not exist? I do.

"I couldn't miss this chance," I say, sensing that my tone is petulant. "If you had been me. . ."

"If I had been you, I would have put us first."

Of course. A wife and mother first. A woman first.

"Don't let her put you against me by her constant criticism, will you?"

"Who?"

I stifle my laughter at his facade of ignorance. "Your mother, of course."

I am thankful she will be here tomorrow, not today, I am thankful I have these last moments with him alone.

"She doesn't criticise you, Jayu. You're just prejudiced. How can a woman as rational and intelligent as you be so prejudiced?"

I laugh again under my breath at his doggedness. To his last breath he will assert that his mother likes me. Just as, I suppose, he tells her that I am very fond of her. But we understand each other better. . . she and I.

"No, she won't criticise me directly. But she will tell you that story she has narrated to me umpteen times. Of how 'I never went even to my mother's house once after my mother-in-law died, because if I did, who would look after him?' "

I say it all in one breath and become breathless. He is silent. I can imagine the blank look on his face. He is intensely loyal. Does he have the same look when she says or hints things against me?

"You should try and understand her, Jayu," he pleads.

"For women of her generation, life held nothing, literally nothing, apart from husband and children. She can't understand how a woman can see beyond that."

How can she understand when even he cannot? To me, our lives are interwined, yet they are two distinct strands. They are like two lights that shine more brightly together. But to keep my light burning is my responsibility and mine alone.

"I wish," I say slowly, "that you had met my mother. She died a year too soon."

Now, from this distance, I can understand her. Even feel sorry for her. Then there was only dislike and contempt. And anger at what she was and what she was doing to me. A woman who had nothing of her own. Who tried to live her life through her husband and daughters. Who was shattered by any tug at the bonds. Who tortured herself and tormented us. Who made her own hell and gloried in it as a martyr. And so, for me, each step out of home had been a battle. Each success, a treachery towards her. Now I am free, but the fear remains. . . will I shackle myself? Or others? And often, an uneasy feeling that I'm still making gestures of defiance at a person who's dead.

"Forget it, Jayu. You've made your plans and they can't be changed. Let's not talk about that."

And so we lie together and talk the whole night through of other things. And I know that, however often I will long for him when we are not together, the physical longing will be nothing compared to the craving for this intimacy, this effortless communing. At times we doze and then wake up again to each other. And once I wake out of a little dream, short and forgotten in the very second of waking, yet leaving behind an impression of sweetness and intense happiness. And once he talks to me of his grandaunt, who looked after him when he was a child. He does not know why he thinks of her now. But I do. For he has often told me how totally selfless, totally loving she was. To him, she is always the ideal woman. And though he loves me, he finds it hard to accept me as I am, so unlike that woman.

And I cannot change. He knows this too. And more. For he says once, his mouth so close to my ear that his breath tickles me.

"You know, Jayu," he says, "I believe it is not pride or ambition, but obstinacy that is your real vice after all."

We long to be understood, but only if that understanding encompasses our virtues. When our vices are uncovered, we are indignant and abashed as if surprised in the bathroom.

At last, I can see through the window that the night is coming to an end. He sees it too. "Time to get up," he says.

"Believe me, love, it was the nightingale," I murmur.

"What?"

"Juliet. She said it to Romeo. She didn't want it to be the day when Romeo had to leave her. And so it was the nightingale, not the lark."

"You wouldn't ever say that, would you. If it was the lark, you would call it the lark. You wouldn't fool yourself or others."

He sees the hurt in my eyes and bends down swiftly to me and says, "But who will now quote Shakespeare to me in bed?"

And so we wake up with laughter. We leave the house and reach the airport in the same mood. Two years, I tell myself. It is nothing. Lovers have parted since time began. And people have stayed apart for ten times two years and still come together with no effort. Why am I making so big a thing of it? But I know that for each one, each parting is a little dying. And so this is for me and him. And this is my doing because I am a woman for whom love alone is not enough. I have to fulfil myself through my work as well to feel complete.

Inside the airport, there is a crowd even at this early hour. The smell of flowers is heavy and sickening. He gives me a wry smile. "All these people. And flowers. And for you, only me."

"That's how I wanted it."

And that is why I discouraged all the others from coming. Even my sister Sumi. But now I wish there was someone else with him. It saddens me to think of him going back to our empty flat alone. With the pillow having the impress of my hand still upon it. Perhaps these little things don't mean so much to a man as they do to me. I am thankful I am going to a place where there is nothing of him. I will be starting on a blank sheet, a clean slate. But I'm fooling myself. The memories to hurt are bottled inside me and I will carry them wherever I go.

And at last it is time for us to part. Now I will tell him how little I really want to go. How much I want to be with him. Now I will explain that my going does not mean that I care for him less. But the finality of the moment carries away my words. I can say none of these things. I can only cling to him. Even as he holds me close, I feel the reproach in him: you put me second in your life when I should be first.

As I walk across to the plane, my bag cutting into my shoulder, my eyes tearless and dry and burning, I think again of Juliet.

"And all my fortunes at thy foot I'll lay.
And follow thee, my lord, throughout the world."

All my fortunes? That's easy But all myself?

New Gold Mist the only cologne soap

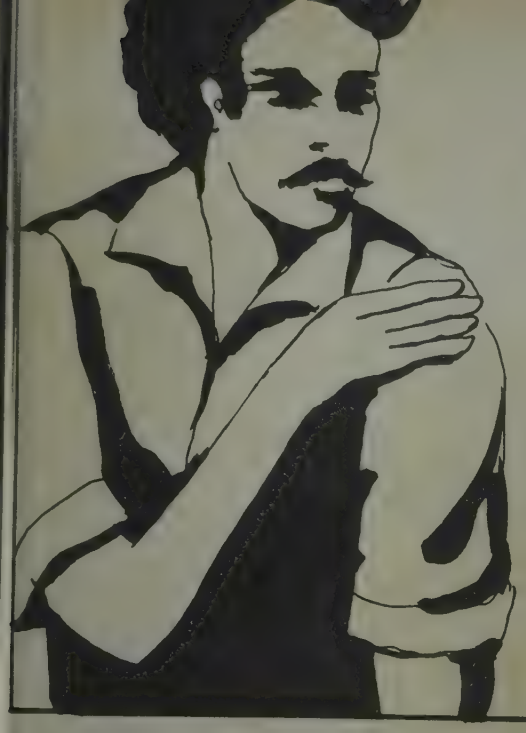
New Gold Mist. Wrap yourself in its exclusive mist of cologne freshness that tingles on your skin. Cologne fragrance that stays with you... all day through.

New Gold Mist. Look for it in its elegant new shape, its luxurious gold wrapper.

New Gold Mist. It's worth its weight (100 g) in gold. Most other soaps in the same price range weigh much less.

For cologne fragrance... cologne freshness

A TATA PRODUCT



THE PECULIAR PROBLEM OF WEEKEND MARRIAGES

A husband is transferred—the wife wishes to remain behind to pursue her chosen career. Or vice versa. Must she give up her independence and individuality to follow him... or be faced with divorce proceedings?

Bhupinder Singh Bhatia

When either the husband or the wife, without reasonable excuse, withdraws from the society of the other, the aggrieved party can apply for restitution of conjugal rights. This right is available under every matrimonial law

Every Act which deals with the subject of marriage and divorce uses the term "conjugal rights," but does not define it.

However, some judicial decisions, when dealing with the subject have observed the following:

"The meaning of the term 'conjugal rights' is vague and indefinite. It has been defined as matrimonial rights—the rights which husband and wife have to each others' society, comfort, and affection. Marital or conjugal rights include the enjoyment of association, sympathy, confidence, domestic happiness, the comforts of dwelling together in the same habitation, eating meals at the same table, and profiting by the joint property rights as well as the intimacies of domestic relations."

The above observations clearly show that withdrawal from the matrimonial home by either spouse would inevitably involve a total or partial loss of 'consortium' to the other spouse or, in other words, such withdrawal will certainly detract from some of the rights which emanate from the relationship of marriage.

However, it is not every withdrawal that can be complained against. In order to qualify as a basis for a proceeding for restitution of conjugal rights a withdrawal must be without reasonable excuse.

The term "reasonable excuse" is again a flexible one and has not been defined in matrimonial Acts. The Allahabad High Court in one case, has rightly observed the following:

"What would be a reasonable excuse cannot be reduced to a formula and would vary with time and circumstances and will have to be determined by the Court in each individual case in the light of features peculiar to it."

Various types of excuses are pleaded on behalf of the wives when petitions are filed against them for restitution of conjugal rights. Cruel treatment at the hands of the husband is one of the excuses. No court will order restitution of conjugal rights where a wife is able to prove that she left her matrimonial home because she had been treated with cruelty there. In one case, a wife took up the defence that her husband was impotent and as she was able to prove her contention, the petition filed by her husband was dismissed.

However, the courts do not accept a plea where it is nothing but a collection of grievances which are the "ordinary wear and tear of married life."

Working wives have given this problem a new turn. The difficulty arises when the wife is employed at a place other than that where her husband resides. When he claims his rights be restituted, the plea put forward on behalf of the wife is that there is no withdrawal on her part and that she is available to her husband whenever she is free—that is on holidays etc, and that she has never refused access to her husband whenever he wanted to join her at her place.

This sort of arrangement has been described as a weekend marriage by a Full Bench of the Punjab and Haryana High Court. This was a case where the husband had filed a petition against the wife for the restitution of conjugal rights, who was employed at a place other than that where he himself was working. The wife's stand was that she had never refused to honour her matrimonial obligations, but she was firm that she was not prepared to give up her job.

The question formulated by the Full Bench was: "Does the Hindu Marriage Law countenance or sanctify the concept of (what may be conveniently so called) a weekend marriage as of right at the unilateral desire of the wife?"

While answering this question, the court made it clear that so long as the matter is consensual, the spouses may even live in separate countries without in any way jeopardising either their marriage or infringing on their legal duties towards each other. However, the difficulty arises when the wife unilaterally breaks away from the martimonial home and claims a legal right to live apart on the ground of having been already in service when she got married or having procured employment thereafter.

In such cases, there can be three situations. The first one is where the husband marries a woman already in service. Does he, by so doing, impliedly give up the right to claim a common matrimonial home with his wife? The court answered this question in the negative, with this observation:

"Any working woman entering into matrimony by necessary implication consents to the obvious and known marital duty of living with a husband as a necessary incident of marriage."

The second situation is where a husband either encourages or at least allows his wife to take up employment after marriage. By doing this he again does not abandon his legal right of having his wife live within the matrimonial home. While arriving at this finding, the court observed:

"A particular situation or financial circumstance at one or the other stage of marriage may require that both the spouses have to seek work. In such a situation, either by mutuality or even at the instance of the husband, a wife might obtain gainful employment away from the matrimonial home. Merely from this to infer that thereafter the said condition must necessarily continue or that a permanent right accrues to the wife to live away from the matrimonial home on the ground of employment elsewhere, does not appear to me as supportable either on principle or authority."

And the third situation is where a wife accepts employment away from matrimonial home against the wishes of her husband and unilaterally withdraws from his society. This would be an obvious case of unilateral and unreasonable withdrawal and patent violation of mutual obligation of husband and wife to live together.

A similar case also came before the Madhya Pradesh High Court. The wife's plea was that her husband had no income worth mentioning and that he was living in adverse financial circumstances. Her employment, according to her, sought to carve out a decent living. The income of the wife was about Rs. 114 per month, whereas the income of the husband was about Rs. 600/700 per year.

The High Court held that it was a case of withdrawal on the part of the wife, and said, "According to the ordinary notions of Hindu society, the wife is expected to perform the marital obligations at her husband's residence. She can accept service at a different place but not so as to clash with the husband's marital right, which she is duty-bound to render."

Now we proceed on to the High Courts which have a different view

THE PECULIAR PROBLEM OF WEEKEND MARRIAGES

The plea of the working wife was not accepted by the two lower courts and the appeal then came before the Gujarat High Court. This court held that withdrawal from the matrimonial home was not without reasonable excuse.

The court was not able to reconcile itself to the argument put forward by the husband's counsel that a Hindu wife must necessarily stay under the roof of her husband and obey his commands. It said, "That might ordinarily have been so in the past and this proposition may have some force in the present context.

"But here is a case in which by the working conditions of the wife and the implied arrangement that had been arrived at between the two spouses, the wife has taken service in the school. The husband at all times had access to the wife and, in fact, the husband had lived with the wife at village B, where she was first posted, as the result of which association a female child was born to them.

"This is thus not a case in which it can be said that there was a virtual withdrawal by the wife from the society of her husband. In my opinion, this is a case of enforced separation necessitated by the service conditions of the wife and the unavailability of the service in Baroda, where the husband resides."

When the problem came before the Allahabad High Court, it also accepted the contention of the wife and rejected the claim of the husband, saying:

"It is one thing for a wife to say that she will not go to her husband and will not cohabit with him nor allow him to come to her. It is different if she says that it is necessary for the upkeep of the family that she should also work and that she would go to her husband whenever it was possible for her to do so and the husband could also come to her at his own convenience.

"Can a husband insist on the wife resigning her job? It sometimes happens that a husband has to live away from his wife for long intervals due to force of circumstances and he only comes to her for a month or two in an year. It would be unreasonable for the wife to say that under these circumstances he should resign his job, otherwise she will leave him. Similarly, in the context of the present day economic stress, a wife may genuinely think that, for the sake of the family and her children, it is necessary for her to work.

"The question is whose voice should be decisive — that of the husband or of the wife. In my opinion, where a wife feels that it is necessary for her upkeep and the bringing up of her children that she should work, the decisive voice must be her own and if there is disagreement on the point between her and the husband the latter cannot compel her to take a different line."

Similar is the view of the Madras and the Rajasthan High Courts. In the opinion of the Madras High Court, such a withdrawal is merely physical without any intention to shun the company of her husband.

Thus there are two sets of views — one favours the wife and the other is against her. The law laid down by a High Court is binding on the courts subordinate to it in the state, whereas it has a persuasive value only for others. Unless the matter gets settled at the hands of the Supreme Court of India, the present situation is likely to continue.

Such types of cases need careful screening. There is no dearth of cases where the provision for the restitution of conjugal rights is invoked to snap the matrimonial tie. A husband who has nothing to urge against the wife from whom he wants to break away, files the case for restitution of conjugal rights because, after one year of the passing of the decree in his favour, he can obtain divorce on the ground that there has been no compliance of the decree.

One High Court did not allow the husband to play with the law and observed: "The request for restitution of conjugal rights on his (the husband's) part was merely a sham and pretence and the proceedings were intended for an extraneous and different purpose. He could not obtain divorce on grounds referred to in section 13(1) of the Act: "Not one of these grounds was available to the husband and the proceedings for restitution of conjugal rights seemed to be the only convenient handle in order to cut the matrimonial bonds.

"Thus, where a wife can plead and prove that the proceedings are malafide she can certainly defeat the action brought against her."

The other important thing, which even the Punjab and Haryana High Court concedes, is that before asking for the society of the wife who is employed elsewhere, the husband must actually establish a matrimonial home wherein he can maintain her in dignified comfort in accordance with the means and standards of living of the parties. The law cannot and should not expect a wife to resign her job and be on the road to fulfil her marital obligations which she is otherwise prepared to do.

It is only the sincere desire to live together in an established matrimonial home on the part of the husband that can win back the wife. Where either of the two is missing, the working wife can successfully resist the proceedings initiated against her.

CRUCIAL DECISIONS

Conversations with five women who opted for "weekend marriages"

K. D.

Every family has its own set of values suited to its particular situation. The word family therefore has a very broad-based definition. In the words of Jo Freeman, the family is a human institution where a group of adult kinsfolk share a common household and cooperate economically and in the upbringing of children.

Although in Indian families the emphasis remains on "a common household," economic pressures as well as the dissimilarity of the educational patterns in different parts of India, has shifted the emphasis from the traditional husband-wife relationship, giving place to a new kind of arrangement, often jocularly termed "weekend marriages."

SUMAN SRIVASTAVA

On her wedding night Suman Srivastava's husband explained to her his concept of marriage. "Marriage is not just sleeping together every night—we must achieve something together." And they did. He rose from a clerk to the position of Chief Administrative Officer in the UNO, while Suman joined a medical college and is now a highly qualified gynaecologist. During the 27 years of her marriage Suman "hardly stayed with him for five or six years."

What is the reason for your living in Bombay when your husband is so well-established in Teheran?

I planned to be a career woman because of the economic needs of the family. Though this economic compulsion vanished when he joined the UNO, we both preferred an arrangement through which we could both give our best to our respective careers.

Which one of you made this decision?

My husband is ambitious for me He respects me much more as a career woman than if I were to fry **pakodas** for him at home.

What is the bond that retains your family ties?

A letter each day links us, keeping me informed of his activities and vice-versa. We meet four times a year for short periods — though sometimes the sum-total of these meetings adds up to not more than one-and-a-half months in a year.

Don't you feel an emotional void?

Oh yes, that is natural. Emotionally I have never been satisfied because, for him, a career always assumes primary importance. In fact it is my career that has cemented our marriage.

With your experience, can you say that the wife's independence endangers marriage? Can there be a compromise?

It can hurt the ego of the man. Some husbands are jealous of their wives' success. In my case, my husband has always been on a higher step than me. Besides, I am an 18th century woman in my attitudes, and a blind follower of my husband's wishes, so I have never faced any problem. Independent living for the sake of employment requires a lot of sacrifices. For example, I don't go for parties or have late nights.

Do you face any social problems?

In these 27 years, no one has ever pointed a finger at me, because I'm always withdrawn—it can be called living in a shell.

MOHINI WAGH

In the initial stages of her marriage, Mohini Wagh had built up a good rapport with her husband. Her high qualifications justified her need for a career. Years later, when his transfer came, Mohini was established in a coveted job at the British High Commission.

How career-minded are you?

I believe in combining career with marriage. Fortunately my husband shares my views. He feels that women who work are broader-based in their thinking and so make better companions. And so, in all his transfers, I have not moved with him because this is too good a job to give up.

Would you consider your not going with him as a withdrawal from your marriage?

If the separation was for too long it would perhaps take on the symptoms of a withdrawal. Fortunately for me, my husband has always been transferred to places around Bombay, so our separation and togetherness retains a healthy balance.

Is your decision to live independent always by mutual agreement?

When we initially discussed the situation, we considered the two possibilities—of his refusing the transfer and foregoing a promotion, and my giving up my job. Somehow, we found ourselves dwelling on these negative aspects for a very short while. Gradually we discovered we were both looking in one direction. After that there was no cause for debate.

Don't you believe in a common matrimonial home?

As a happily married woman I would say it is always nicer to live your day-to-day life with your husband. But the experience of living alone is also worth trying, at least once. You become a different person — you become a total personality.

Can this transformation cause a break in the marriage?

It may, if the marriage lacks foundation. In my case I changed from being one individual to two. I play a double role. One is of a totally independent person who takes decisions and is father to the children. When he is around I switch to the second role—the original role of a wife.

Has the separation changed your husband's attitudes?

He respects me more because I have proved my capability as well as my faithfulness. And so, in the early days of his return, he pampers me. But then, we slowly get down to routine life. The responsibilities are divided once again.

Are there any psychological repercussions on the children?

The children do miss their father's presence. But so long as they know it is not a break-up, they are reassured and adjust accordingly.

Do you meet with any disapproval from society?

I don't move in a narrow-minded society. Neither do I have any complexes about this. I stick to my own convictions. The first time he was transferred his mother felt that a husband and wife should live together as one unit. But later, when she realised the value of my job, she conceded to our decision.

NALINI KUNTE

Nalini Kunte is the charming Information Officer at the tourist counter in a five star hotel. She had this job when her husband retired from the Navy and decided to live with his parents in Nagpur.

Why did you not leave the job when your husband left Bombay?

Since he has retired, the need for me to work is purely financial. I cannot be transferred to Nagpur, so the only other alternative is to continue with this job.

Would you consider your separation as a kind of withdrawal from your spouse?

Yes and no. It is a new experience for me. Till now I have always lived with him and shared everything with him. Even though I was earlier working as a teacher, I always left my job to take up another in his place of posting. If withdrawal means to move away from a person, then the answer is negative, for I am still emotionally very dependent on my husband.

Is the separation by mutal agreement?

Yes, it is. The day he left the Navy we both evaluated the situation. He had to go out to re-establish himself and so it was a silent, mutual understanding of each other's role as a spouse and a parent.

Don't you believe in a common matrimonial home?

Of course! Circumstances have driven me to this. Nevertheless, at the moment I am totally involved in my job. In fact, if he did get a job tomorrow, I would need a period of at least one year to study the position.

What kind of arrangement do you both have? How often do you meet?

Since he is not working at the moment, he visits me often. My leave is the time for a family get-together, when we all go on a little holiday together.

The Pond's Shampoo Promise for long hair

Pond's loves beautiful long hair... loves yours enough to care for it with a range of shampoos superlatively perfumed and extra rich in lather. Your hair comes out lovelier than ever, radiantly clean and manageable as never before.

Love your hair as much as Pond's does.

POND'S SHAMPOO

has the extra lather long hair needs

CHESEBROUGH-POND'S INC. (Incorporated in the USA with Limited Liability)

LINTAS-CPC SH.2-159

RAJ ARORA

Raj Arora is an executive in a government office. A dedicated worker, she toiled her way up the hard way. She has taken the bold decision of going on a transfer leaving behind the care of the children to the father.

Is not this action a withdrawal from marriage?

If a husband and wife love and respect each other, it is not a withdrawal. If at all they do withdraw, the root cause often lies deeper within the mariage. Otherwise this experience will bring the two closer, as it did in my case. A separation helps give the right perspective to the marriage.

Don't you believe in a common matrimonial home?

When the children are very young, a common home is needed. But basicaly a husband and wife have to live together for each other, and not only for the children. Children are a temporary bond which stretches thin when they leave home. If the husband respects the wife, he will understand her need to work and will accordingly adjust to a transfer

Was the decision mutual?

I was wiser at that time because I had already sacrificed a promotion once because of a similar dilemma. This time, he sensed my determination and guessed it would be futile even to hint otherwise. Though I knew it would leave an emotional gap, in me, I had matured enough to realise the value of my job.

Did you have some kind of an agreement?

We used to coincide our off-days. Festivals were days for a family reunion. Sickness and hospitalisation were imperative S.O.S. signals to which he responded instantly. Only on one of my transfers were the children with him. On one of his transfers I kept the children.

K. SINGH

Though K. Singh's teaching profession can be pursued at the place of her husband's posting, she has sacrificed marital togetherness in favour of her children's education.

Is this arragnement made by mutual agreement?

All our activities, all our decisions regarding the family, are by mutual consent. Even our finances are run through joint accounts. We discussed the problem in the light of the children's future careers and then reached the decision.

Don't you both feel lonely in your own corners?

My husband is not very emotional. I am emotionally attached to my school. Of course, I do miss his companionship.

We combat loneliness by having a family get-together whenever possible. Once a week I talk to him over the phone, when we share our sentiments and emotions.

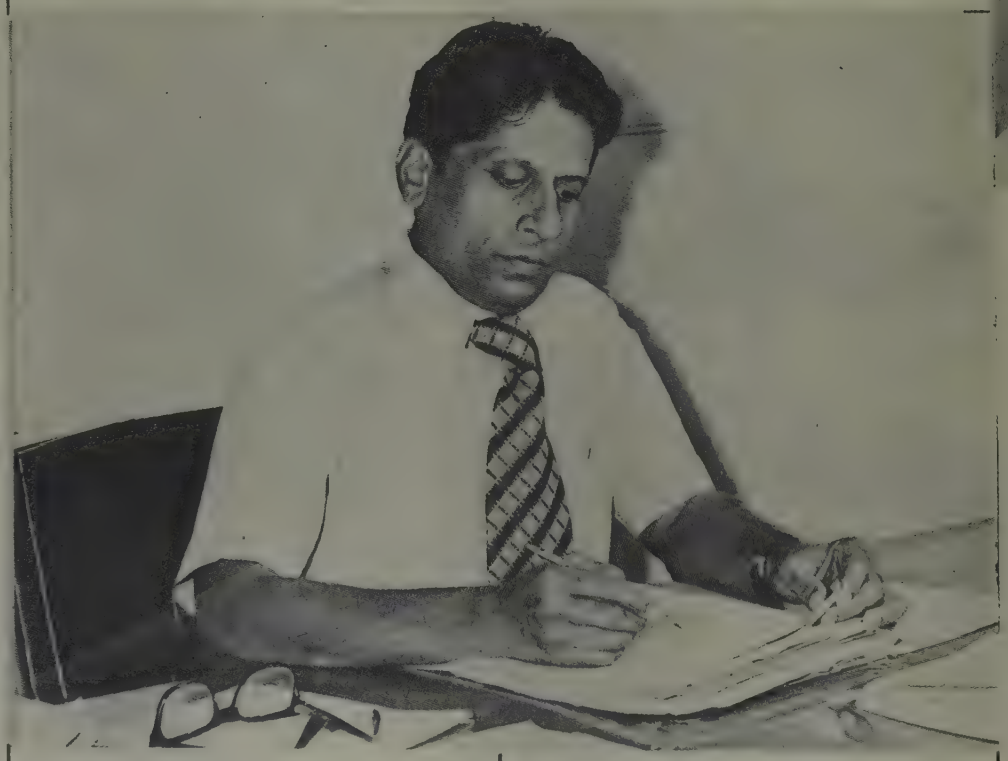
Socially do you face any problems?

My husband is very broad-minded and we move in our own circle. I go for parties and movies sometimes with a few select men friends.

Judging from these vast and varied experiences it follows that employment in itself does not lead to a break-up of a family. If the basic values are evaluated, laid down, and adhered to, a family can achieve its goals, tide over separations and emerge with as strong a nucleus as lies at the centre of the independent invividual family unit

dial E for employer

Oswald R. Pereira



"There will never be a generation of great men until there has been a generation of free women," said Robert Ingersoll, the well-known orator, statesman and lawyer. To find out how free women are to pursue a career, we decided to meet some people at the top — the policy framers and the decision makers.

The reactions were varied.

The managing director of a large chemical factory told us that he had no views on the subject because they have no career women on their staff.

Red-tapism stinks. For a simple, honest and straightforward interview such as ours, we were told by an important government department that the Centre had to give clearance before an interview was granted. And even if the interview was granted, our copy would be scrutinised. That's censorship through the front door!

No names please, some managing directors told us. We do not believe in ghost speakers. And we don't like lies.

And so we have below only five interviews. They are the brave and bold ones. The others were not trying to hide their light under a bushel. They were afraid to convey the darkness of their thoughts.

Women still play second fiddle to men in industry and the professions. A personnel manager in a very trusting mood divulged that the policy of their managing director is to not take women as executives. Did those who refused interviews or wanted their names concealed have similar policies?

MR. B. K. PARULKAR, Personnel Manager, Boehringer Knoll Ltd.

Boehringer Knoll, a manufacturer of fine chemicals and pharmaceuticals, employs women as clerks, typists, stenographers, stenotypists, packers and chemists. Mr. B. K. Parulkar, the personnel manager, believes that women could make fine executives, especially personnel managers. "They would do well in the legal field and in advertising, public relations and finance," he says. The old rigid and conservative attitudes towards women have changed; we need not fear that women are weaker or inferior and that, as such, they will fail at the crucial and critical decision-making phase, Mr. Parulkar says. They are capable of sound decisions, he says, and he sees no reason why women should not make efficient executives.

Boehringer Knoll employs a woman M.D. in pharmacology. She is obviously of the management cadre. Among her duties are assisting the director in the compilation of scientifc information and the production of medical literature. But besides her, the concern has no women executives in marketing, sales, accounts or finance.

Mr. Parulkar feels that women are not suitable for field touring. The Shops and Establishments Act restricts the hours of work for women. Women usually do not apply for "unsophisticated" jobs, he says. When they advertised for MBAs, not a single woman applied, Mr Parulkar informs me.

Boehringer Knoll usuallly promotes people from within the organisation. He is confident that the women here who are at the bottom will rise to the top. In the accounts department, Boehringer Knoll has one woman, who has a B. Com. degree. She is in the clerical grade.

Mr. Parulkar cautions against rumours of less pay for equal work. He also says women work till the last days of pregnancy and maternity leave does not pose much of a problem. But in case of women of the executive cadre, replacement may become difficult. However, by the time a woman reaches a top position she would have had her menopause or the importance of planning and spacing her family would have already become clear to her, Mr. Parulkar says.

About married women he says, "The employer may hesitate to take a married woman with small children. But often a married woman would be looked upon with greater respect and confidence. She is considered more reliable and responsible."

Mr. Parulkar wants women to go in for greater specialisation. About nine per cent of Boehringer Knoll employees are women.

MISS M. SEN, Partner of a leading Firm of Solicitors

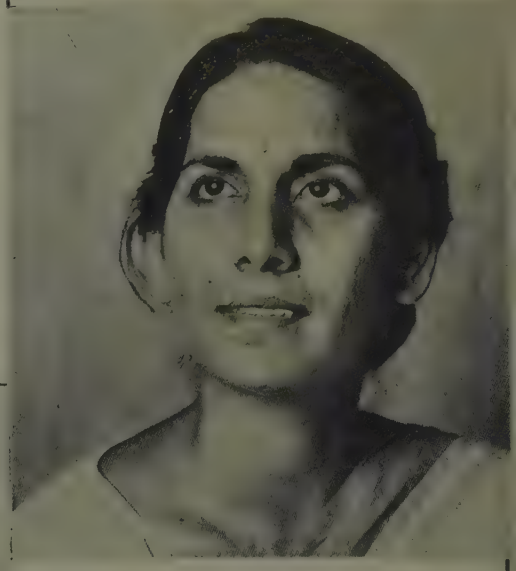
As with many other professions, the entry of women into the legal field was much later than men. But today women are distinguishing themselves as lawyers and solicitors. There are at least two one-man shows run by women solicitors. Bombay can boast of about 20 top-notch women lawyers. Women are fast shedding their inhibitions, and becoming as bold as men — they are acquiring nerves of steel.

Since January 1, 1977, the dual system has been abolished and solicitors are now practising as advocates. But for all practical purposes, the distinction between the two continues. The solicitor interviews the client and advises him on legal matters. The advocate is arranged for appearances in court in matters of litigation. The advocate is instructed and briefed by the solicitor.

The solicitor's job requires an analytical and sharp mind. Conscientious and meticulous labour and painstaking research go into the preparation and documentation of a case. The job involves a lot of desk work. Women seem to be cut out for this type of work as much as men are, according to Miss M. Sen, a partner of Mulla & Mulla, a leading firm of solicitors. The entry of women into this profession has definitely been smoother and more popular, concedes Miss Sen.

Miss M. Sen Says: "A client trusts a woman solicitor. Women are attention-givers and patient listeners. A woman's compassion and understanding can be used to best advantage specially in matrimonial and allied cases. Also, in cases of estate and succession, maintenance of wives and custody of children, women solicitors have a bigger role to play.

"Women have also distinguished themselves as criminal lawyers, proving themselves as good as men. In my personal experience, people have expressed a lot of trust and faith in women solicitors. Women are respected for their fair dealing. This does not however imply that men are not honest or not to be trusted. This is a profession where sex is no bar. Women therefore have a bright future as solicitors."



In Mulla & Mulla, about 15 per cent of the solicitors and 20 per cent of the advocates are women.

MR. IRFAN KHAN, Communications Manager, Hindustan Lever Ltd.

Hindustan Lever believes in management development, and takes in management trainees every year. Nearly 20 per cent of its management trainees are women. At their factory in Sewri, 30 to 40 per cent of the employees are women. Out of their 450 managers, about 60 are women. However, women hold junior and middle management positions. They have yet to make it to the top. Hindustan Lever was, at one time, foreign owned. The process of Indianisation began in 1962. The early executives were men. Women here, as elsewhere, came into the picture later.

Hindustan Lever does not go out of its way to employ women, says Mr. Irfan Khan, Com-

things being equal, the emphasis is on competence. A woman is as capable as any man." In fact, in a consumer industry like Hindustan Lever, women have a big role to play, says Mr. Khan. The entire marketing research department is manned by women. Field touring is no constraint for women in marketing, research and sales. The woman research scientist travels from house to house collecting information and compiling data. Likewise, the accounts, advertising and other departments have their share of women managers. Women also work as chemists, especially in quality control.

Mr. Irfan Khan regrets that India does not have a large enough working force of women. The number of women applicants for direct recruitment (this also applies to management candidates) is less than the number of men, he says. According to him, of women prefer to go in for other professions — as lawyers, doctors, journalists.

Mr. Khan says that the mobility of a career woman is restricted by the family. When women get married their career may be hampered. If the husband, for example, gets transferred, the wife may have to give up her employment for that period. And thus her seniority is cut off. But in most cases, women are not ready to sacrifice their careers, he says. Besides the advantage of additional income, a career woman gets used

to a certain life-style.

Talking of secretaries, Mr. Irfan Khan says: "Women are preferred as secretaries. Women are hardworking, conscientious and meticulous." After checking the speed of typing and shorthand, the next quality that is sought in a secretary is common sense. There is no real need for general knowledge. A secretary must be smart and well-mannered, with a sober, pleasant (not necessarily pleasing) face — no stunning faces please.

Hindustan Lever has a broad, positive view as regards women executives. At Lintas, 60 per cent of the employees are women, and this goes to substantiate the Lever philosophy, Mr. Khan asserts. "The role of women in management is increasing with every passing year. Our women are doing better than women abroad. In England, for example, discrimination against women is rampant," Mr. Irfan Khan says.

MR. ROQUE PEREIRA, Branch Manager, Shilpi Advertising Ltd.

"Advertising is basically communication which implies a certain intuition on the part of the sender to the receiver. Woman is by nature intuitive. She has what is called empathy — the power of feeling the heartbeats of the other person," says Mr. Roque Pereira, Bombay Branch Manager of Shilpi Advertising Limited. These natural endowments of women stand them in good stead in the world of advertising, especially the creative side of it — copywriting and art work.

Roughly one third of the staff of Shilpi Advertising Limited consists of women. Nine out of ten secretaries are women. Fifty per cent of the copywriters and accounts executives are women. And the senior-most copywriter is a woman. The market research department is headed by a woman. In the media department, more than one-third are women. Even when making TV commercials, films and radio spots, which means late nights in studios, a woman does not necessarily face any particular problem.

Many of the advertised products are home products. The message is geared to the home and the housewife. One woman can understand another woman's point of view better, according to Mr. Pereira.

An accounts executive must know the client's side of the business. Here, too, communication and intuition come in. A lot of administrative decisions are involved in each account. The job involves hard-headed business. Client servicing should not be mixed up with other things.

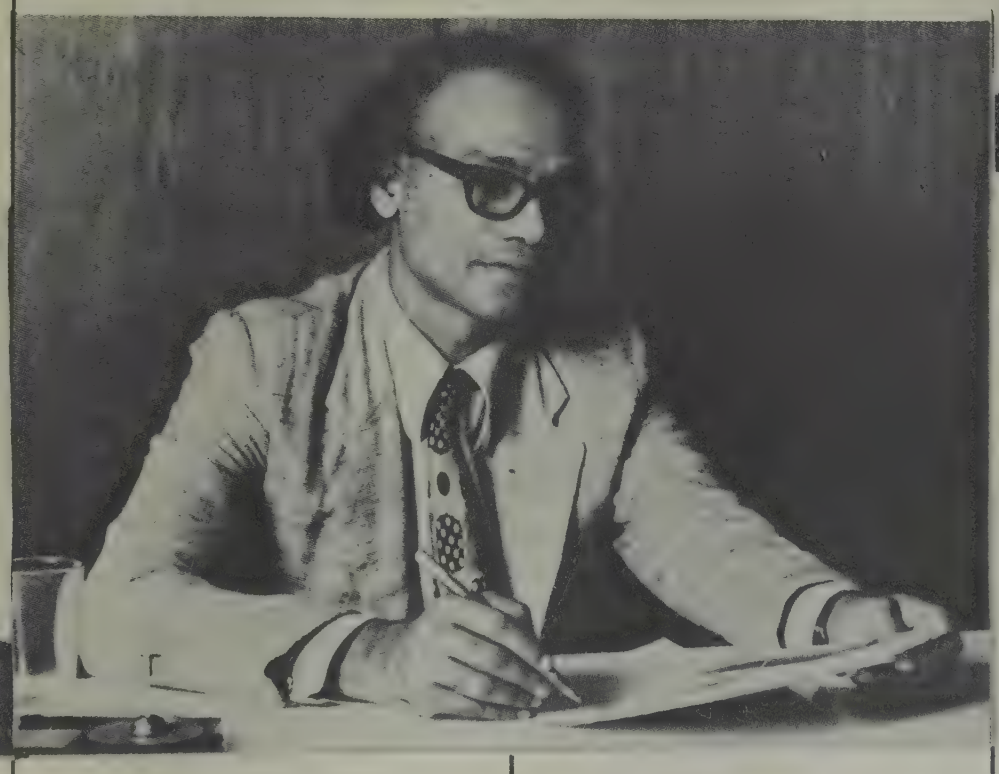
Mr. Roque Pereira would like to clear a misconception. Clients accept women if they are good accounts executives and not just because they are women.

Advertising is a comparatively new business, and women entered the profession at a later date than men. But those who got in early have carved a niche for themselves. In advertising there are some women in senior positions. For example, Mrs. Nargis Wadia owns and heads Interpub.

Given woman's natural gifts, couldn't she surpass man, as she has done in social work, I venture to ask Mr. Pereira. "Women have great scope to grow in advertising. But the fact that women are superior to men in advertising has yet to be established," Mr. Roque Pereira says.

"In advertising, sex discrimination does not come in at all. It is not a question of women pitted against men. The right person is taken for the right job," Mr. Roque Pereira says.

One says: Women are capable of sound decisions . . . they should make efficient executives. Another categorically states: Women cannot make successful executives—they fail at the crucial, decision-making stage. Where does the truth lie?



MR. B. N. BHALERAO, Personnel Manager, Teksons Ltd.

Women do not make successful executives. They fail at the crucial decision-making phase and they never work with the same zeal as men do, according to Mr. B. N. Bhalerao, Personnel Manager of Teksons, a sophisticated engineering concern. Mr. Bhalerao believes that women have been brought up in a conservative environment and ultra-modernity has been forced upon them. To prove his point of women failing at the decision-making stage, he cites the example of his wife, a science graduate. During the Ganapati Festival, when his wife was asked for a contribution of ten rupees instead of the usual five rupees, she refused, saying that she would first consult her husband.

Teksons employs women as skilled and semi-skilled workers — as welders, brazers, fitters, press operators and helpers. Mr. Bhalerao agrees that these women are as efficient as the men doing similar jobs. Teksons does not have a single woman engineer. 17 per cent of Teksons' employees are women. Mr. Bhalerao's predecessor was a woman, but now they do not have a single woman executive.

"Our entire business community is drawn from a certain type of people. Their women do not have managerial positions. So how can you expect them to employ other women as executives?" Mr. Bhalerao says.

A woman cannot face the "rough" workers, if she is a personnel manager, for example, according to Mr. Bhalerao.

Women receive equal pay for equal work and the ESIC guarantees maternity leave and other benefits. But a working woman who has several children in a row does pose a problem, Mr. Bhalerao confides.

Women make excellent typists, clerks, stenographers; they are ideal for routine assignments, Mr. Bhalerao says.

According to Mr. B. N. Bhalerao a career woman often does not make a good housewife.

Super drapes with sun-fast Flonyl.
Fade-proof lamp shade in cloth-backed Flonyl.
Cushions also all Flonyl
Snug-fit upholstery with touch-happy Flonyl.
Wall-to-wall carpeting, with easy-clean Flonyl carpets.

Introducing Flonyl furnishings:

the gloss of velvet, the feel of suede

And far more practical than either.

Flonyl makes your rooms feel good with rich, vibrant colours. The soft feel of suede, the gloss of velvet. It's so easy to keep clean: remove dust with a brush, rub off stains with soap and a wet mop.

And Flonyl is so very easy on your pocket!

Nylon flocked fabric in eye-catching colours

Cherry-red, burgundy, gold, royal blue, brown, mehndi, green, beige, grey, rust, mustard and black.

FLONYL FABRICS

for practical furnishings:

Nylon Carpet Mfg. Co. (India) Pvt. Ltd.

5 Synagogue Street, Calcutta 700 001 Tel No.: 22-7823, 22-6296

BRANCH OFFICES:

110, Dr. Atmaram Merchant Road, 'Bidasar Bhawan' 3rd Floor, Bombay-2

8924, D. B. Gupta Road, (Multani Dhanda St. No. 1) Paharganj, Delhi-55

AGENTS: M s. Karnataka Comm., Corpn. 63/1, J. C. Road, Bangalore-560 002 • M/s. Excel Industrial Agencies 1, Super Market, Ashram Road, Ahmedabad-9 • M/s Brimco Plastic, 93/168, Anwarganj, Kanpur-1 M/s. Bagdi Agencies, 99, Audiappa Naicken St. Madras-1

OBM-5231 A/1

As more and more girls enter the challenging arena of work, matrimony appears to become secondary to the job, giving rise to the eyebrow-raising question, "Has the institution of marriage lost its relevance today?"

Though the working girl remains single for a longer period of time than her housebound counterpart she does contemplate marriage, although her concept of marriage may differ from the traditional view, which avers that marriage is the be-all and end-all of a girl's existence. This concept is modified by her work surroundings, her own line of thinking and the social circle in which she moves.

REASONS FOR WORK:

For many a girl the deciding factor for work and marriage is the economic situation of the parental home. Some enter the field very young, insufficiently equipped with degrees and diplomas. They get into the rut of a routine job where scope for development is limited, the future insecure.

Jyoti Abhichandani is one among thousands of nameless, faceless salesgirls. She started to work at the tender age of sixteen. With a younger brother whom she supports, Jyoti "can think of marriage only after he completes his education."

Shobha Rana, another salesgirl, works "for pocket money and to collect a fair amount for my dowry. I also finance the education of my younger brother and sisters."

"By working we have better prospects for marriage," say Monica, Cheryll and Julia gaily. All three are in the nursing profession. To elaborate just how these prospects are bettered: "A nurse makes a most competent mother and boys are beginning to realise this. Plus, if we save enough money for marriage it makes us very attractive as spouses," they said.

"What drove me to work as early as the age of sixteen was that I disliked sleeping late in bed. So the year I dropped out of college due to an illness, I started to work rather than wait around idly." Radha Hola's energetic enthusiasm for work enabled her to get a dynamic job despite her lack of formal education.

Rema Narayan narrates her adventure into work: "I was becoming too dependent on my parents and could not make any decisions on my own. Then, slowly I began to feel it wasn't fair to either of us. So I decided to leave Madras to join the vast advertising arena in Bombay."

"I was always independent minded and liked having my own money. I've always looked at life as an adventure and so I chose a glamorous career with a gypsyish life style." Annabella Crawford, one time beauty queen, a scintillating model, now works as a hostess in a five star hotel.

"I revolted against the family tradition of getting girls married at the age of seventeen or eighteen, since my own interest was in education. I wanted to be different from other women whose sole objective was to get married and bring up children. So I struggled to complete my education and finally got into a career." As a single girl without commitments, dedicated to her work, Usha Goel must have gained advantage for today she holds the coveted job of a business executive in a highly competitive industry which gives jobs to women with much reservation and misgiving.

VIEWS ON MARRIAGE:

The job status and financial remunerations are also factors which determine the working girl's outlook towards marriage and her expectations from the contract.

For a girl with a bright future ahead of her, remaining single is advantageous till she establishes herself in her chosen career. But by then her view of marriage as a basis for "security," changes to a "one-to-one" complementary relationship.

The modern Indian woman has changed with time—the Indian male has lagged behind, unable to keep pace with women's emancipation

Kumkum Dvivedi

"I now look for a man who is broadminded, understanding and intellectual, one with whom I can share the satisfactions and dissatisfactions of my work and its problems. I look for intellectual satisfaction and companionship rather than subservience," are Usha's views on marriage.

"I don't need a man's status for I have one of my own," stated Minal Dixit, a programme executive in A.I.R. "I don't need his money either, but if I discover a bond of friendship I would most certainly marry the man."

"I am a romantic. I would like someone self-confident who could sweep me off my feet and convince me that he is the right guy for me." But Annabella's glamour and abundant confidence embarrasses the average bashful Indian male.

These are girls who are professionally successful, who socialise and work with men, yet remain healthily unattached, for though the modern Indian girl has changed with time the Indian man has lagged behind, unable to keep pace with women's emancipation!

"The educated Indian girls have withdrawn from the role in which they were traditionally cast," surmises Vrinda Nabar, an articulate feminist. "Marriage where couples merge into each other losing total identity is invalid for me. It is the question of one's identity, of what one wants from the relationship that is important."

The girl who has "seen a lot of unhappy marriages" immerses herself in her work, lives a to-

FIRST TIME IN INDIA

Enter the CrazyBoys T-Shirts in fun fashion prints

The feel of now is the feel of Crazy Boys T-shirts. Created in a wide range of exciting colours with trendy slogans and visual designs. For those who want fun — wherever they go.

There's a Crazy Boys T-shirt for all your crazy moods.

OSWAL

FULLY-FASHIONED KNITWEAR

OSWAL WOOLLEN MILLS LTD.

Regd. Office : G. T. Road, Miller Ganj, Ludhiana-141003

tally absorbed life and is willing to face it alone. She speaks without equivocation or mental reservations. Refuting the generally accepted "arrangement" of marriage whereby marriage necessarily becomes a "deal" she searches a new kind of relationship retaining the sanctity of marriage and also preserving her own identity. She knows it takes two to make matrimonial harmony and this is what she ultimately seeks.

"But my work is primary and no man can make it secondary for me." Lighting a charminar in a plush restaurant of the hotel where she has her office, young, vibrant Radha Hola speaks animatedly of her experience of living alone in a large metrocity away from her home town.

Contrast this to nurse Cheryll who says, "I would like to marry a man with whom I would not need to work due to economic pressures." And Jyoti and Shobha, the salesgirls, who feebly murmur, "I would like to work after marriage if the man allows me to do so."

Radha on the other hand believes in free thinking and free living. Speed is what she loves and it is evident in her choice of work (she works in a travel agency) and friends (she moves with pilots and air-hostesses).

LIVING CONDITIONS

Yet, even Radha's raciness is thwarted when confronted with the basics of living. Accommodation for the single girl (unless she lives with her parents) is expensive and uncomfortable. According to Radha: "The landladies don't seem to believe it's my job that keeps me out late. And some ladies' hostels have the stipulation of returning to the room before 8.30 p.m."

Rema said: "My biggest problem in living away from home is accommodation. It is so expensive, especially in the early years of one's career."

Monica, Cheryll and Julia: "Hostel facilities are very bad Four to five girls are congested in one room. The food is horrible. As for entertainment — we have badminton racquets but no place to play in! The T.V. rarely works. Hostel rules do not allow late nights. This makes life very tedious and monotonous."

If these problems could somehow be combated these bachelor girls would live otherwise rich, fulfilled lives.

LONELINESS AND FRIENDSHIP:

Loneliness is a universal problem. Many married women who do not find compatibility with their mates feel lonely in the midst of their family lives so "why direct the question of loneliness at single girls only?" ask these girls.

The large-hearted hospitality of our Indian homes continues to provide warmth, the absence of which leaves a vacancy in the life of the single girl abroad.

Though Rema was very lonely during the first few months, she made a lot of friends soon. "The young couples do not resent my mixing with them. The older couples I visit love and accept me as the daughter of my parents. It is only people who do not know me personally that are a bit shocked by my freedom."

"I am not temperamentally a very emotional person, so I don't feel lonely. On the contrary I want peace. I like to live alone and read," said Minal who lives with her mother and is free of emotional insecurity.

Usha has no time for loneliness. She lives alone in a spacious apartment but spends many an evening with the other members of her family. She moves in a chosen circle of friends. "I have some bachelor friends. If the wife is my friend I usually keep clear of the husband because most Indian wives tend to be suspicious of single-girls." Usha maintains a balance between her own individuality, her work involvement, her friends and relatives and the social norms of our society.

"I would feel lonely if I did not have my work," reflected Annabella. "My life has fallen into a pattern, I have a goal ahead, of me. In fact, the hotel is home now. It's like being with one big family."

Monica, Julia and Cheryll make friends with their patients and their relatives, getting closely acquainted to some. "Though most people from the middle class treat us as dirt, there are a class of people who respect nurses. They invite us home and often take us out for a movie and to dinner."

Julia feels "homesick and lonely at times because one cannot visit friends everyday." So she reads books.

Movies and reading books are the best antidotes to loneliness.

Washes away dandruff
Leaves hair healthy

How Clinic works

Clinic is scientifically formulated to help clear dandruff from hair and scalp.

The rich, deep cleansing lather works right down to the scalp to wash away dandruff without removing precious natural oils. Leaves hair healthy.

For best results: lather once. Rinse. Massage in second lather for one whole minute. This revitalises the scalp and allows Clinic to work effectively.

Use Clinic regularly: at least once a week. Clinic will help clear your hair and scalp from dandruff.

CLINIC SHAMPOO

HLC.1578(A)

A quality product from Hindustan Lever Ltd.

LIFE-STYLE:

Living single is not necessarily adjunct with living "free."

As Rema sees it, "For myself, I believe in freedom with self imposed restrictions and I live up to my principles. Hence, when I go out with boys I go 'dutch,' to avoid hassles. Only rarely do I go on dates when the boy pays for the evening."

Jyoti believes in going steady with just one boy. While Shobha has no interest in boyfriends for "they only have fun and go away. **Kaiko itna lafra karna?**"

"I'd live with a man and then break off rather than marry him in a hurry and break the marriage at a later stage," said Radha.

Annabella speaks a little ruefully: "My glamorous career puts me in a very difficult position. One comes close to people but one is never sure whether it's you they want or the glamour reflected through you that attracts them."

"My work involves interacting with men in the office and outside it. I basically believe in the institution of marriage, but my job status, my mental maturity limits my choice of a lifepartner," ruminates Usha.

Minal retrospects, "It's fun to be single for some time. But after thirty-five or forty it is difficult. One likes to share responsibility — be it social, emotional or economic."

The marriage Vrinda enters will involve "unity with a great deal of independence." She does not compromise her basic views and the man understands, "but in our society such a man is rare and is an exception to the rule."

FAMILY ATTITUDE:

What determines the successful lives of these girls is the consistent backing of the family. Only through the strength of the family bonds can a girl defy the marriage oriented society by remaining single and free by choice.

Though Radha had "occasional fireworks" when she first decided to leave home — "my parents have always stood by me whenever I have needed help. They faithfully thwart the attacks of relatives who try to malign me. Unlike the traditional domineering, bullying Indian father, my father's role has been of an advisor," she said.

"When I decided to leave Madras, my father thought the decision very brave. Without influencing me in any way he made me search my own mind, and on seeing my determination he finally agreed. He, too, felt I should learn to face life alone. My parents trusted me and the decision to send me to Bombay was their way of showing their trust in me," feels Rema.

Annabella's family accepts whatever she does. "Since the early stages of my career I've received a steady emotional feedback from my family."

Though an occasional jibe may be humorously directed at her, Usha is well-loved and cared for by her family.

It is indeed heartening to note this change in the attitude of the family since the family is generally the first hurdle on the path to a girl's independence.

And so the single girl today lives self-contained, self-sufficient. With a book of verse on her shelf, bacon and ham with the loaf of bread, stereo-music beside her, it is her own, self-constructed Paradise.

SEX & MARRIAGE

Neera Sen

Today's woman is more independent and demands more from life...the sexual problems of working couple stem from these attitudes and have to be understood in perspective

Photograph: Harmeet Kathuria

ABOVE: Sex problems can disrupt lives, corrode relationships. "Talking it over" often helps. . .

The secret sexuality of our lives often has a disastrous and devastating impact on our personal relations, partly because we expend such a wealth of moral energy in directing (or misdirecting) it and partly because our sexual impulses normally develop at the same time as our intellectual impulses — but more often than not at unequal levels.

Some psychologists assert that if we could sweep this rigid sexual secrecy away, it might be possible for us to be sane and naturally reticent for the first time. But is that possible? Only if we are willing to accept that sex is the central problem of life. It lies at the root of life and we can never learn to appreciate life fully until we understand sex in all its complex forms.

The devastating impact of these inhibitions is felt especially in marriage. The inability and inbred reticence of married couples to thrash out their sexual problems or even to discuss sex as something natural and normal, has led to many breakups. Ironically these are not on grounds of sexual incompatibility, but on the more "respectable" grounds of mental cruelty, the husband's inability to support the family, a nagging or 'shrewish' wife or an alcoholic and good-for-nothing husband. No one dares to look further than that. After all it would be immoral and indelicate to wash one's dirty linen in public. To put it brutally, no husband or wife would like their friends to know that one of them did not make the grade as far as sexual intercourse went.

But to be quite fair, many couples do not realise that their day-to-day problems are blown out of all proportion due to their unconscious sexual frustrations. As one spouse remarked: "In the so called upper and middle strata of society, sex is glossed over. Not even will your mother enlighten you about the 'deep and dark mysteries' of sex. So you are left to gather bits and pieces of conflicting information from similarly ignorant friends, giggling ayahs, or from books. Ultimately it's your husband who does the initiation ceremony. How he does it depends on his nature and background. And on this first experience the wife lays the foundation for her first mature sexual impressions."

But this is a rather one-sided view. After all, today women are exposed to changing beliefs, values and attitudes. They are no longer shielded from the 'evils' of society. They do not spend their lives sheltering under their husbands' names. They are more independent and demand more from life, than just being a man's appendage.

Marriage no longer means just security, children, home — today it encompasses wider horizons. It is the coming together of two equal individuals who are willing to give each other companionship, understanding, to accept shortcomings (on both sides), to make adjustments and sacrifices and to respect and accept each other on equal terms.

Sitting at home and being a good little housewife may have its advantages — but more and more women today are going out to work before and after marriage. What we are trying to discover is whether sexual problems for working couples are modified, minimised, or magnified.

Mrs. D., a young copywriter, when asked this replied: "I was working before I got married and was determined not to give it up. No, I hadn't had sex before marriage — I was a lily-white virgin. When I did get married for love, though I knew the basic facts, I still had a few fairy-like ideas about love-making. You know, something like

The working woman socialises with ease. Her free and open attitude is usually misunderstood.

ing to the heights of passion, ating in the skies, and then t of gently coming back to rth. Anyway, as luck would ve it, my husband was one of ose prim and proper guys — was as necessary and mecha- al as breathing!

'Of course, tension built up in , I kept fooling myself with le phrases like: 'Still waters deep' and 'he doesn't want to ghten me.' The whole act was duced to a mere 'Shall we?' es, please' and 'thank you.' I you, is that sex?

'What saved me from becom- a gibbering idiot was my job, and that's no exaggeration. The job had already given me a load of confidence. I had learnt to recognise, accept and rectify my shortcomings, to invite criticism. Even then it took me nearly eight months to screw up enough courage to ask my husband to have a chat on sex. We hedged, evaded, fenced, but eventually got down to brass tacks and after a few intense sessions — wow — we made it! Can you imagine — if I hadn't been working and just moping around the house — why, I would have climbed a gum tree or thown myself over the balcony!"

Having a 'chat about sex' sounds easy, but it's the hardest thing to do. Mrs. D took the initiative, she had the guts and determination to break down barriers that society had built. Above all, she realised that she had nothing to lose, but everything to gain. The colour of her bedroom wall which had been bugging her, her part-time ayah's sloppiness, her husband's filthy habit of flicking ash on the carpet and leaving clothes strewn about, a client's fussiness over just the right copy, were no longer mammoth problems, causing tension and fatigue. They became a part of her day-to-day living — a challenge.

But all things considered,

LEFT: She pays the bill. . . why not? She is earning, she is equal partner. The old order changeth!

BELOW: When both work, tensions and pressures increase. Many educated couples sensibly consult a Marriage Counsellor.

Photographs: Farokh Reporter

"there are very few men and women who can clearly recall the facts of their lives and say in all honesty that their sexual instincts have developed easily and wholesomely throughout," as one egregious psychologist (whose name I forget) remarked. Even if someone was bold enough to do so, a considerable amount of opprobrium would be cast upon the poor erring being by society. You can't win either way!

In this Mrs. C agreed with me. "Though I come from an orthodox family, I was allowed to work — teaching girls the gentle art of home science! But, for all that, I retained my inhibitions and conservative ideas on. . . on. . on. . ."

"Sex?" I put in gently and she smiled sheepishly. "See what I mean? I entered marriage with joy mixed with trepidation. Um. er. . .ah. . . sex was anathema to me. For my husband it was a challenge, an art to be perfected, an experience to be enjoyed — by both.

"I thought my job would see me through those difficult days. It was — it still is — a relief to get out of the house, and in the evenings I delayed — still do — my return. And at home I rush around madly so I'll be too tired to really mind what goes on in bed. It's been four years and I still haven't got over the disgust. So I don't blame my husband if he seeks release and satisfaction elsewhere.

"You say that my working should have modified or at least reduced the sex problem. But I feel that working has only a small part to play in this. True, I can find a release for my frustrations and hopes in my job — but that's all. My aversion to sex is too deep-rooted, goes back too far into my youth. It is a part and parcel of me, it is too late to reformulate any ideas. I don't believe that seeing a psychiatrist or having discussions with my husband will help. It is a problem, an incompatibility I am willing to live with."

Conservative and rigid too. Changing times seem to have passed Mrs. C by. Nothing has touched her, she is not living, she exists.

I tried to get a husband's viewpoint, with this result: "Sex! You women libbers are hung up on this sex thing. One would think that without sex the world would stop spinning. Look, sex is for procreation and a release from tension. I live fast, work fast, and love fast."

Boy! Did I get out of there fast. Mind I'm not running down the male, nor am I claming that this is a rule rather than an exception.

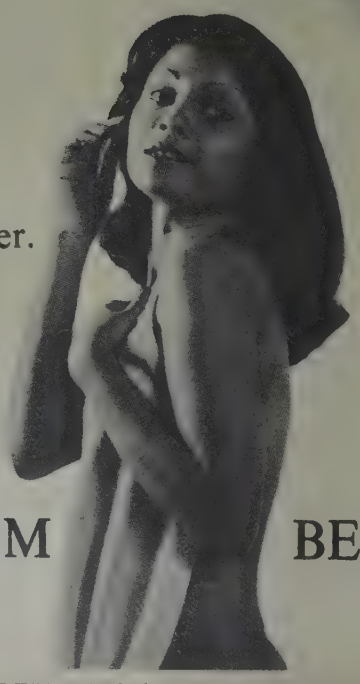
Mrs. T, an architect, gave me the most comprehensive picture: "Despite all that poetical and platonic love stuff, when a man and a woman meet, there are — have to be — sexual undertones. It may be unconscious, but it's there all right. And when you get married, sex is the foundation on which the superstructure of marriage is built. If the foundation is weak — job or no job — the house will collapse with the first storm.

"I feel that a working couple has a much more balanced marriage than do other couples. I know I have! It's a marriage between equals, and all the trivial (major also, if you like) ups and down are thrashed out satisfactorily in bed. If you don't have sexual compatibility, equa

Continued on page 55

Take Neycer's exclusive designs and colours, a little imagination -and you have the blueprint for a beautiful bathroom.

Neycer's elegant designs and colours are often copied, but never equalled.
And Neycer quality proves its worth—even after years of use. Numerous happy users in India and Western Europe will agree with that!
For your bathroom, choose nothing less than Neycer.



Neycer

BEAUTY IN YOUR BATHROOM BEAUTY THAT LASTS

NEIVELI CERAMICS & REFRACTORIES LTD. Vadalur P. O.—607303, South Arcot District, Tamil Nadu

"MY SERVANT HAS LEFT"

Depending on how "brave" we are, we can work our way to a "new world" based on a servantless society

BOMBAY

Once upon a time, women longed only for plump harvests, ever-lasting husbands and sturdy sons. Today, whether she is a housewife, palpitating at the dwindling trickle in the tap (offset, of course, by the mounting pile of dirty dishes), or a career-woman, glued to her window, Milady has only one prayer as she scans the empty road to her house, "Give us this day our 'daily'...!"

Yes, "dear" in every sense, of the word, the "bai" (age, caste, qualifications no bar), is a precious commodity, to be handled with care.

The average wage for the "top-work" woman (and she literally believes looking under the carpet is uncalled for), seems to be around Rs. 30 (with suitable addition for larger families). While sweeping, swabbing, washing clothes and cleaning vessels and fetching rations are included, tips are a must for any extra work, like dusting the shelves, running errands, etc. As for the timings, one hour in the morning and two hours in the afternoon are manipulated with as much flexibility as the memsaab's patience permits.

The plight of working wives is naturally intensified by such problems. Take Radha. She works in a bank and had employed an ayah to look after her baby son during the day. (Radha does her own cooking). "Sitabai is perpetually late and I am almost ready to throw up till I see her face," she admits ruefully. On many occasions, she is forced to deposit the child at "mother's" (which is about three miles away), and fetch him in the evenings. ("I am still not resigned to the idea of a creche though I may resort to it ultimately.") French leave is therefore an unwritten law in a bai's code of "will" and "won't". Reminds me of James Bailey's grouse: "The longest funeral I ever heard of took place a week ago; my hired girl went to it and hasn't got back yet!"

Another complaint voiced by working women is petty pilferage (which in stray cases may take on serious dimensions). "I take my Godrej keys with me, but I'm positive that the woman uses my soap, hair oil and talc. But I know she'll deny it flatly. Besides the children like her." Veena has two schoolgoing kids and is herself a teacher at an adjacent school. "So I try not to bother." Yes a bitter pill to swallow, but women who work (especially due to economic necessity which means they can't chuck the job whimsically) have to stoically accept this impudence from the maid. After all, Frost (at a rare interval between spinning verses) did point out the difference between a man and his valet: "They both smoke the same cigars but only one pays for them."

On to working ability: "She doesn't care how she does her work, only how fast she can do it," muttered Ritu. Far from her hometown and tied to the house by adorable twins (who are just over two,) Ritu had hoped for a maid who would work leisurely and linger for a "natter", but Seeta just breezes in and out leaving behind an additional workload — dusty corners, chipped crockery and a fine sediment of Odopic (that all-purpose cleaning powder) in all the cooking vessels. Even a brand new "Braun" blender (which Ritu had asked her to rinse on a particularly hectic day) is lying idle on the sideboard, a gaping gash across its middle.

What happens when the lady of the house goes for a much-needed vacation? "I usually give her the full pay but I think that is OK," conceded Manasi (although the women in her colony are planning to unite and unanimously pay only half-rate during 'vacations"), but what irritates her most is that the ingrate won't budge an inch from her stipulated quota of work. "Perks" or fringe benefits are a "must" if there are house-guests (who add their contribution of "baksheesh"), if there is any function in the house or if the 'bai" has a domestic problem of her own. This brings me to an interesting point. Almost all maids make it a point to give "memsaab" a detailed history of their domestic disharmony — the drunken debauchery of the jobless husband, beating, fights with the in-laws, insolence of grown children, poverty; the mistress is thus expected to be a social counsellor and a money-lender.

Depending on how "brave" we are, we can perhaps work our way to a "New World" based on a servantless society. Maugham had once joked: "American women expect to find in their husbands a perfection that English women can only hope to find in their butlers!" Let us twist this teaser, banish the buttler and tempt our husbands (into the kitchen) with pressure cookers, blenders, mincers, ovens and heat'n serve tableware; let us introduce him to the wonders of a washing-machine or the delights of "surfing" in a sink full of soap-suds and (ugh!) plates and pans; cajole him in short, with every push-button device that makes housework easier and wipes the smug smile off the face of that killjoy ("bai"), who doles out help with that indifferent "You can't do without me" air.

But then the State has also to step in to ease the added burden — by providing more "shop-under-one-roof" supermarkets; a greater number of hygienic, well-staffed creches where the tinier children can be left with an easy mind; faster facilities for drawing essentials like milk or rations (instead of those never-ending, soul-crushing queues which are unthinkable for a working couple.). A flight of fancy, I can hear you say, but don't you wish it would materialize? For then the house would work because the husband and wife work for it — but then oops! where would the "bai" work? Any ideas, societywallas?

Shailaja Ganguly

DELHI

Most of the women interviewed in this connection say that the servants today cannot be exploited. They have to be treated like human beings and with dignity, if you want them to give you good service in return. Mrs. Roshan Menon, senior sales executive in a travel agency says, "If people were ready to treat servants as human beings, there should be no problem in getting domestic help as there is still a lot of poverty and a lot of unemployment in our country."

Most of the middle class working housewives, who cannot afford more than one servant in the pay scale of Rs. 60 to Rs. 80 per month, prefer to keep a maid who can do some cooking and also look after the children.

Mrs Sarojni Das Gupta, a Class I Officer and a mother of two children says. To solve problems of working mothers, India must have good Day Care centres run by really devoted women, if we are to make a success of our careers. A woman, if she has to manage her career well, must be free from all kinds of mental tensions.

"Loyalty in the servants in the modern age," she says "seems to be a thing of the past. They will go to anyone who is willing to apy them a little extra. And I won't stand any nonsense."

Unlike Mrs. Das Gupta, there are some working women who are willing to stand a lot of nonsense from their servants, as they feel that they are completely dependent on them.

Mrs. Deepak Sandhu, another Class I officer in the Ministry of Information and Broadcasting, is one such woman, who is willing to give in a lot. "I'll go to any extent to keep my cook happy, but I'll not throw him out. I do not want to have a dirty home or start cooking when I reach home. It irritates me and I get all upset" "Mrs. Sandhu feels that in the modern age of awareness among the lower class of people, one cannot afford to ill treat servants "Servants are also human beings and should be treated as such. Give them respect and they will respect you in return. In my home, the servant enjoys a lot of other perks too. I never lock my rations, he can eat as much as he likes, watch the T.V. in my absence, and I often get new clothes stitched for him." Mrs. Sandhu is expecting her first child soon and then plans to have an ayah for the child. She hopes that she can successfully cope up with both of them. "But to have a servantless society the eating habits of Indian people must undergo a radical change. Our cooking methods are very elaborate and time consuming.

The working women in the lower income group prefer to have their mother or mother-in-law living with them, as they feel that it solves lot of their problems.

Mrs. Bharati Nayak, is another young working woman who has had to face lot of problems. Ultimately she had to get a servant from Bangalore from her parents-in-law's house. "I tried my best to get a good and reliable servant, but it was just impossible. Either they want too much money or they are not reliable. I was becoming a nervous wreck trying to manage my house as well as my office. Furthermore in India, guests have the habit of dropping in whenever it is convenient to them. Servants these days want the best of treatment highest salary and a day off whenever they feel like it. If you say anything to the servant in th

Continued on page 4

THE "RETIRED" FILM WIFE

N. Bharathi

She has been made to give up her career, her desires, her individuality. She is still rolling in money—her husband's money. Can she be happy?

When Sunil Dutt married Nargis, one of the first nasty cracks was uttered by a man who, nodding wisely, said, "Very good, so now you'll have double income at home," thereby hinting that money played a huge part in this alliance. This remark upset young Sunil so much that he showed the world what he was capable of by making Nargis quit films and live at home like every average Indian housewife (in those days) did.

Nargis has settled down, quite happily, to playing the role of Sunil Dutt's wife. But going by the number of marriages that have recently gone "kaput" in the industry it seems that most working women find it almost impossible to give up the fame and money (and thereby the adulation and financial independence) that go with their careers.

In most cases an actress is too tempted by the fringe benefits offered by her profession to think of giving it up and settling down as a housewife. By the time the glamour attached to her name starts wearing off, she finds herself on the shelf, like Suraiya, Nanda, Asha Parekh and, now, Hema Malini. One rarely comes across a Nargis or a Mumtaz who wisely quits while at the top instead of clinging on to faded glory and later repenting her decision for life.

Of course, when you consider the qualities which every normal girl looks for in her man, you can hardly blame the actress for not rushing into matrimony. In most cases, rightly or wrongly, a girl wants a man who is doing better than she is. For instance you come across a male doctor who marries a female nurse or a boss who marries his secretary. But you rarely hear of a male secretary marrying a female boss or a male nurse marrying a female doctor!

Likewise, an actress too, looks for a man whose social standing is better than hers. Like Nanda once pointed out, Sharmila Tagore was lucky to hook Pataudi who is not in any way less popular than her. Even at the peak of her glory, people gathered around the couple and stared at Pataudi more than at Sharmila. "In India, men still like their women to be two steps behind them. If the woman is richer and more famous than her man, you can be sure that he'll have too many complexes for the marriage to be a happy one," says Nanda. And quite a few other actresses agree with her. Hema Malini, too, is facing that problem because she insists that her man be someone she can look up to — unfortunately Dharmendra is already married!

While most working girls resent giving up their independence, what they find impossible to face is a weakling who passes off as a husband. As Rajesh Khanna, who boasts of a happy marriage, says, "Dimpi loves to be called Mrs. Rajesh Khanna. For a woman to be known by her husband's identity is something to be proud of. Of course, it is a fact that Dimpi or any other famous girl can be happy only if her husband is a more famous, or a stronger, personality than herself. Otherwise, a man starts developing a complex and then it becomes difficult for the couple to pull along. Have you heard of a film called 'A star is Born?' The man is at the top. He picks up an unknown girl and,

setting aside his own profession, he goes all out to make her a big star. They're very much in love, but once she becomes really famous and he is lesser known, the complexes start creeping in. She still loves him but compassion for him sets in. Ultimately the man commits suicide. . .

"It's a very realistic story. Take an independent girl like Zeenat. She has fame and money. She might be able to find a business tycoon, but nobody has as much fame as a film star. Her husband will have to be a strong man if he is to make her really happy.

"Whatever people might say about our marriage, Dimple knows that she has done the right thing. She tasted all the success she wanted to with just one film. 'Bobby' was like the top floor of a building. Dimpi knew that she had straightaway reached the top floor from where she could take only one step higher—to the terrace—before the downward trend would start. She quit at the right time, while she was still young enough to be moulded as her husband desired. The trouble starts when a woman is too used to independence and too set in her ideas to like a change in her life-style. Dimpi is a happy girl. After all, settling down with a man who can keep her happy is what every girl ultimately wants, isn't it?"

Possibly. A man who can be looked up to and a man who can be respected is what a working girl generally looks for. But after a life marked by financial independence is it easy for a working woman to start living off her man?

"Definitely," retorts Rajesh Khanna. "Once you share a bed with a man there can be no embarrassment left. Nothing in our house is mine or Dimpi's—everything is ours. In the morning if Dimpi feels like wearing my watch she just wears it. There's no need to ask me. And as far as spending money is concerned, the arrangements are such that Dimpi never has to ask for cash. She is a partner at the Filmalaya dubbing studio. We have taken a couple of theatres on lease. They are all in her name. Dimpi never has to ask me for anything. And even if she does have to, there's no embarrassment involved."

Thus spake the husband.

But is it really so easy to dissolve your independence overnight? As Bombay's most independent-minded bachelor girl, Zeenat Aman, confesses, "Thank God I'll always have my own money so that I'll never have to ask my man for it. Of course, when I go out with my male friends, they never let me pick up the tab. But that's a different thing, I guess. You know, I've always wondered what it must be like having to ask your husband for money. I don't think I could ever do it. Most probably I'll have to go in for a contract marriage and state in writing that I won't give any alimony to my husband! Don't quote me. I was just joking.

"But seriously, I've stopped thinking of an ideal husband. I've been independent all my life. And I'm a Scorpio—a fiery sign. I've made up my mind that I'll get married only when I want children. My husband should be a good father to my kids."

Going by the few marriages that have worked in the film industry, I'd say that those marriages last where the wife continues to be respected by her husband. Like Nargis may have quit films but she continues to be in the public eye. Sunil Dutt may not have wanted his wife to continue working but he has certainly not locked her up at home. In fact, I'd say that Sunil Dutt respects her more than ever. The entire responsibility of the house and kids has been hers with no interference at all from Sunil Dutt. He himself gives credit to Nargis for standing by him through his lean years. "Without her I'd never have survived. This bungalow wouldn't have been ours now but for her," he readily concedes. And yes, cross my heart, I've seen Sunil Dutt take money from Nargis every day. All the money is left in her care.

Similarly, Zarine Khan also insists that hers is a happy marriage because of Sanjay's continued respect for her individuality. "He never interferes with my dressing or my socialising. In fact, we've got along so well because Abbas (Sanjay) needs a woman he can talk to and whose opinions he can respect. In my case, running the house and bringing up our kids has been a pleasure.

" 'Living off' Abbas, as you put it, is no embarrassment since Abbas and I have known each other since we were kids. I don't know whether giving up work and taking over as Mrs. Sanjay Khan would have been such smooth sailing if we hadn't grown up together. We always pooled our resources even then. I used to be a working girl and he was struggling for recognition. He didn't mind spending what I earned, then. So you see, there is nothing to be shy about in our marriage."

If Sunil Dutt didn't like the idea of Nargis acting in films, Sanjay loathed the idea of Zarine modelling for a living.

Continued on page 51

Photograph of Zeenat Aman: Girish Shukla

Photographs of Shobha, Jeetendra, Zarine & Sanjay: Sanil

Photograph of Dimple: Dhirendra Kishen

The Amul Baby Growth Plan

START RIGHT WITH AMULSPRAY

Remember, mother's milk is by far the best for baby. But if you can't breast-feed, give baby Amulspray. The best substitute for mother's milk.

Why Amulspray?

- delicious
- easy-to-digest
- vitamin-enriched
- perfectly balanced
- dissolves easily
- more mothers prefer Amulspray than any other baby food

CONTINUE RIGHT WITH BALAMUL

Baby's first solid food after 3 months along with Amulspray.
When baby is 3 months old and growing rapidly, give Balamul along with Amulspray. Milk alone is not enough for baby's growing nourishment needs at this time.
He almost doubles his birth-weight in 6 months and his brain achieves almost 80% of its adult growth by 3 years!

Why Balamul?

Delicious Balamul has everything baby needs to grow on and MORE

- at least 25% more protein than other branded cereal foods
- more calcium, Vitamin A and C
- pre-cooked in milk. Easy-to-digest
- mixes easily with other foods too: dal, mashed fruits, puddings
- Balamul gives TWICE the value for your money than other branded cereal foods

That's why more and more doctors prefer Balamul for baby's nutritional needs!

Amulspray
—the best substitute for mother's milk

Balamul growth
is growth
you can see

FREE Amul Baby Book and Balamul Booklet for more information. Write to P.B. No. 10124, Bombay 400 001. Enclose 60p. stamps and your complete address

Marketed by:
Gujarat Cooperative Milk
Marketing Federation Limited, Anand.

ASP/AB-1A

"MY SERVANT HAS LEFT"

Continued from page 41

morning, you are not sure whether he'll be there in the evening. I think there should be some kind of an agency to supply domestic help. One would at least be sure of getting reliable people then."

Mrs. Nayak says that basically an Indian male hasn't changed in his attitude. Even if the wife is working full time, he still expects her to manage the house as well.

Jyotsana Kapoor

CALCUTTA

In the Eastern region of the country domestic help does not pose such a problem. This is because of the 'poorer' regions like Bihar and Orissa around.

All the housewives I met—mostly the middle-class — are the working ones who can only afford one full time servant. "Another reason for this is also the security of the home, and some one to look after the children. Naturally a maid for the children gets top priority", says Veena Bose. "Although we would like to pay the minimum to them, say about Rs. 50, they never settle for that. The rate is nearly Rs. 100 per month, plus their additional expenses like food, clothes, bedding, oil, soap, etc. It works out to about Rs. 225 all found."

Leave is a very individual aspect, as also is 'time-off." Some want their two hours off every afternoon, while for others it is one day a week, and there are those who prefer a long weekend once a month.

Rama Roy stays with her mother-in-law. She employs a South Indian maid (Rama is a South Indian herself married to a Bengali), whom she has brought from her hometown and who helps in looking after the baby. "I find domestic help much cheaper in the South," she says, "and the perks expected are much less. Like for instance, I don't give oil, soap etc. But I wonder how long this will last, because the maid is bound to exchange notes with the local ayahs and discover the extras they get."

And Rama feels life can be made easier for the working housewife if simple amenities were added to the market and the home. Her priorities being, "running hot and cold water, and better liquid detergents reasonably priced, to help the washing and cleaning of dishes and pots and pans." She would go in for pre-cooked tinned food, only if "the prices were within the reach of the middle class housewife, and we were sure there wouldn't be after-effects like food poisoning." But for all this she says the change has to be in our minds—"We must simplify our eating habits."

Amita Sarwal

MADRAS

The servant problem is on the increase — they are too demanding, irresponsible and dishonest.

On an average a working woman likes to have a cook and a part-time servant to do the odd jobs. If they maintain a car, they may have a boy—who would wash and clean the car, polish the master's and the children's shoes for minimum wages.

Mrs. Saraswathy, a professor with two school-going children says she prefers to have only one servant, because the two servants are always at loggerheads with each other. Saraswathy herself would like to pitch in and do some cooking in the morning before she goes to college, leaving the servant to finish the rest of the work.

Servants who have been working for a long time, develop a sense of loyalty and do not grudge a little extra work, and a couple of hours more in an emergency. By and large the Tamilian servant is docile and adjusts herself well. But recently there is a tendency on their part to lay down conditions and demands. When a new servant is employed, she wants to know how many members there are in the family, how many clothes have to be washed every day, how many meals she would get whether the water had to be pumped by hand, or drawn from a well—only after she is satisfied on all these counts does she accept the job.

The salary expected by domestic servants on an average is about Rs. 60 a month with perks like a day off in the week, three meals, tea or coffee, a set of clothes for Deepavali, Christmas or Pongal. After much bargaining it can be brought down to about Rs. 45. These days cooks need an assistant to grind the masala and rice, cut the vegetables, and they will not touch a dirty dish lying in the sink.

The answer to this situation according to Mrs. Beulah when we are heading towards a servantless society, is a change in our life style, which is already changing. The habit of doing odd jobs according to their capacity should be inculcated in children early.

Gone are the days when the servant was a mere chattel, to be treated like a slave. She has her dignity and pride and she is an individual in her own right. But for the grace of God we too could be in their positions, is the very thought provoking view on servants by Muthulakshmi. In many houses today a happy democratic atmopshere prevails where servants and masters are concerned. The children are taught to share and give the servants their little goodies, to say thank you for some work done.

Susie Kuruvilla

BANGALORE

A servant to clean the vessels and wash clothes is considered a must by every middle class working woman. If she has a young child usually the same servant is asked to look after the baby in the mother's absence. An ayah is employed only when there are two or three children to be looked after. One multi-purpose servant is what most working people prefer.

A full time servant costs a minimum of Rs. 150 per month, while a part-time help demands a salary around Rs. 30 to 40 per month, besides breakfast and afternoon tea, a few old clothes every month, plus new clothes twice a year, in addition to tips for cinema and other bonuses.

The majority felt that there are still traditions of loyalty in homes where generations of servants had worked. Also servants in Bangalore are more lazy than avaricious. They were not bothered about efficiency or quickness.

It is this lethargy that sometimes makes a few women decide to do without servants.

Though the servants demand more wages, they are not yet that scarce in Bangalore. The servants still want work, because of the money it brings in.

These days even for festivals, servants want money so that they can go shopping and buy the dresses they want.

No servant puts up with harsh words or insults. They expect proper treatment or else they walk out.

Shakuntala Balu

AHMEDABAD

For the career woman of today, especially one who has to cope with heavy office or factory schedules, some sort of domestic help is a must.

The average middle class working woman has one servant to help her with domestic chores, and invariably this choice is for a person who would do the heavy work — such as washing clothes and dishes, cleaning and swabbing; although if her budget permits, a cook will be the next choice. Mothers have a greater problem if their children are very young—then an ayah is required.

With spiralling prices, the cost of keeping servants is making a sharp dent in the budget. This is coupled and aggravated by the demands of the servants. From food, clothes and a few items of toiletry, their demands have now transitted to railway fare, a few days leave whenever they wish.

Hence the modern woman and her progeny will in future have to adjust to a servantless society.

Manju Thirani

HYDERABAD

These days domestic servants are becoming more scarce as a lot of industries are coming up. Many are employed on daily wages of about Rs. 4 to Rs. 6 for an unskilled labourer. But a working woman has to depend on servants, especially if she has no relatives who can stay with her. If she can manage the cooking, a part time servant should be good enough. But with children, a full time servant is a must. A full time servant costs Rs. 50 a month plus food and things like soap, clothes, etc. The total expenditure comes to about Rs. 150. Besides, he will steal sugar, tea leaves, etc. But can a middle class family afford this? Servants paid a minimum of Rs. 30 do minimum hours of work in the morning and two in evening. The rest of the chores are done by the housewife after a hard day's work at office. This is where a husband can lend a helping hand, says Mrs. Reddy.

The problem of not having a servant will be very much felt when there are children. "How much can a woman do? She gets up early while the other members sleep, and starts the house work. But how long can she run the house, prepare food, meet the demands of the children and husband, to attend the office? If the husband and children share a little of the burden of house work, she can be without a servant," says Mrs. Reddy.

If the house is left at the mercy of the servant, she starts entertaining her friends even to the extent of using every thing that is there. If they are to look after small children, it is very doubtful whether the food meant for the children goes to them. The morale and honesty of the servants these days are so low that, it is very difficult to leave the house at their mercy.

It is certain that we are heading to a situation as in the West that after one or two decades, there may not be any servants available. It is therefore essential that every one of us should change our pattern of living and food habits. Improve the facilities in the house. A refrigerator, deep freezer etc. are considered a luxury. But, I feel these are essential to preserve food for a week and it will be very convenient when required, to heat it up and eat it, but many feel this does not taste well.

Good creches should be started so that the housewife can comfidently leave her children there.

Bilkis Alladin

Bring Home The Fresh Outdoors.

Imagine living in fragrant freshness born out of fresh flowers. Right in your own home! Or, working in an office surrounded by a gentle floral aura, all day. That's the beauty of D-Odor. Ask for "Dee-Odour" to freshen up every nook and corner of your home or office. In this graceful container.

D-ODOR ROOM FRESHENER

D-Odor
in many
natural
fragrances

OUR SERVANTS: do we exploit them?

Ratu Kamlani

Housewives constantly complain about these "cheeky, dishonest servants"—have they ever stopped to think of the servants' viewpoint?

Ask any lady of the house — whether she be a full-time housewife or a full-time career woman-cum-part-time housewife — about servant problems and she promptly delivers a catalogue of complaints as long as her weekly shopping list. Ask milady's servants if they have any problems and they give you counter complaints — as lengthy, as bitter and as resentful as their employer's.

A willing ear is generally lent to the privileged working women "who make perpetual moan" about the problems they face at work and who lament the fate of their house and children at the mercy of "those conniving menials," on whom they are so dependent. Scarcely does one pay heed to the sharp distress of that category of working or career women — domestic servants — who devote a major portion of their waking hours — if not all — to a thankless profession of servitude.

There are 265 females per thousand males in the household industry according to the Census of India, 1971.

Whether they are part-time (**chutta kaam**) servants or full-time, live-in maids, these women have opted for these jobs, because they are not equipped to tackle any skilled labour. Most of them become servants because it is the only job they can perform without training.

Women who have jobs in the scientific and artistic fields pursue their careers because they choose to do so, for job satisfaction, intellectual fulfilment, enjoyment. Some work in offices because of economic necessity. **All** servants work because they **have** to. They work in order to survive, in order to feed themselves and their dependants.

Laxmi, from Hyderabad, A.P., works as a full-time cook in South Bombay. She had problems with her husband, a bad tempered lout who manhandled her. Soon after marriage she returned to her **maike**, where she had to become independent. "Whose **roti** could I eat there?" she asks. She worked in the Nizam's fields at first, but the abolition of privy purses precipitated loss of jobs for many who depended on the wealthy ones for their daily bread. Laxmi switched to housework. At 55 she helps to maintain eight of her brother's children.

Hailing from Gonda Zilla, U.P., Ramprasad and Muni, a husband and wife team, have worked with a family in Bombay for 26 years. They support themselves, Ramprasad's first wife, an invalid in the village, and their children, one of whom is mentally unbalanced.

All these people are illiterate. All of them work as domestic servants because that is the only means of staying alive.

The most common problem they encounter is shortage of money. And most of them say they are overworked.

Laxmi complains: "If there is inflation in India, we are also affected by it. Rs. 80 is just not enough for me. These people (the employers) go to the market and exclaim 'Arre baba! The vegetables are so expensive!' Aren't they expensive for us also? How do they expect us and our dependants to subsist on the income we get?"

The husband and wife nod their heads gloomily, agreeing whole heartedly with Laxmi. They take loans from their employers or money lenders frequently.

Why don't they agitate? Why don't they demand increments? "Whom can we talk to about our problems?" Laxmi asks innocently. None of these ladies are aware of the existence of a servants' union through which they can voice their demands.

Ramprasad knows about the Gharelu Kamgar Sangh. But he refuses to join it, even though the Sangh could get him benefits such as extra salary, one day or half-a-day off per week, one month's paid leave annually and medical benefits. "Why antagonise my employers unnecessarily?" he queries and adds cynically, "Nothing will happen even if I join the Sangh. This way at least my relationship with the employers is peaceful—most of the time".

Militant Laxmi.

This is how most of them grapple with their problems. With a dead, dull passivity. Acceptance is all; they are reconciled to their lot, placing the blame on, or, rather, explaining their plight, with "it is in our **takdir** to suffer."

Some of them have arguments at home. If there is any **"khitkhit"** Laxmi stands up for herself. **"Hum bhi rubab dikhate hain!** I tell her (memsahib) when she interferes in the kitchen too much, 'if you're going to harass me, keep your job. I'll pack my bags and leave."

Muni complains that they (the employers) are not sympathetic enough. "When they are in pain, they make such a fuss. When we are sick, we are ignored. They don't fuss around us, or feed us with milk and juice. Nobody **feels** for us, because we are poor," she concludes ruefully.

Both Laxmi and Ramprasad are of the opinion that "memsahibs" who themselves are career women are more humane. "They can understand our problems better because they themselves have problems with employers in their offices. These 'memsahibs' also give in to our demands more easily, because they, too, make demands in the office," he explains.

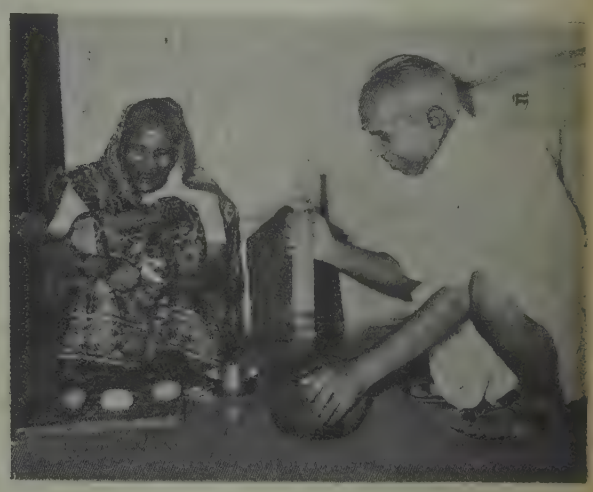
These servants would not hesitate to start an argument or ask for anything. But there are others, like 60-year-old Gangubai, who suffer from basic insecurity. Working part-time in four houses, sweeping, swabbing, washing clothes and dishes, filling water and other odd jobs, she is afraid to voice her complaints or to press her demands. "I am too old,' she says. "If I ask for more money (she earns Rs. 120) they will ask me to leave. Who will give me a job at my age?"

She must feel terrible, being away from her husband for such lengthy periods? "Who has the time to miss him?" asks Gangubai.

And even with a husband in her bed, Muni is too tired after a back-breaking day's work to enjoy his presence. Ten years ago, when she was a sprightly thirty-five, Muni would adorn herself at night, after a luxurious bath, with a clean sari, kajal in her eyes and sindhoor on her forehead, eager to relax with her spouse. Now, she admits, neither of them could be bothered with each other. They're too tired to do anything other than eat their dinner and sleep.

Old servants like Gangubai and young, raw recruits who are brought to Bombay from remote villages pose a threat to the domestic servants' community, because they are grossly underpaid.

"In our building," says Laxmi, "there is a young girl who does all the housework, with some cooking, too, for just Rs. 30. Now that is positively dangerous for us who are paid higher salaries. Tomorrow if my employer turns around and says 'If she can work for Rs. 30, why can't you?' how do I retaliate?"



Muni, Ramprasad — old faithfuls.

Many domestic servants face exploitation both within the home and outside. Laxmi succinctly sums up their plight: "When I was your age I wanted to be like you young girls — smart, well-dressed, capable — but the rich become richer and the poor remain poor. That is our fate. Do you know, last year Indira Gandhi's government promised to give land to the landless. I sent my niece in Hyderabad Rs. 200 for a small plot of land, as initial payment. All she got was a piece of paper from the government. That's it. All my efforts, my toil, my savings have come to nought."

Ideally, the best solution to most of these working women's problems is organisation. But a little help is required from their urban, educated counterparts — the lady employers. Some understanding, a little sensitivity to their problems, an occasional pricking of the conscience would help. If only the domestic servant is accepted as part of the family it would do wonders to their status. Differences of opinions are bound to occur and differences of opinion are healthy. Why is it that so many ladies resent their servants' assertiveness? "She's very cheeky," says milady if her right hand gives her a sharp retort. Would that lady rant like a fishwife if her fifteen-year-old daughter broke a dish? Our rights, thank goodness, have been restored to us. Let these working women also use their freedom of expression. Help them a little to help themselves. We who work in organisations want our employers to keep us happy. If they don't, we quit. The same holds good for these full-time working women, too. Keep them happy or learn to do without them.

Come alive with freshness

Totally different LIRIL. Rippled green with the exciting freshness of limes. Tangy, tingling LIRIL ...makes a fresh new woman of you.

Liril
THE FRESHNESS SOAP **with the exciting freshness of limes**

.INTAS-LR-27-3023

A Quality Product by HINDUSTAN LEVER

THE PROS AND CONS OF

LIVING WITH IN-LAWS

Shashi Iyer

Is the joint family a help or a hindrance to the modern working woman? It is an agonising question, best answered by the individuals concerned

The last few decades have witnessed a dramatic change in the life-style of urban women in India. An increasing number of women have taken to full-time jobs, both because of economic necessity and as the result of a new awareness of their separate identity as individuals. Higher education has made them conscious of the need for a career. This has undoubtedly entailed a change in the family structure and the age-old joint family system is no longer as viable as it used to be in days gone by. Ironic though it seems, living in a joint family or with one's in-laws may be both a boon and curse for a career woman. The problem, I think, can be analyzed at two levels — the emotional and the practical.

Talking to a wide range of career women, I found that many of them preferred to live with their in-laws because this is more practical and convenient. There were others who felt that they would not sacrifice their independence and would rather not undergo the emotional and mental tension of living in a joint family, in spite of certain practical advantages.

A majority of the working women who prefer to live in a joint family feel that it provides an atmosphere of mutual help and emotional support. There is no doubt that a full-time career or profession along with all the regular housewifely chores of bringing up children and looking after the household is a mental and physical burden on the woman. It becomes extremely exhausting to cope with the housework along with a full day's work at the office. Most career women, because of psychological and social conditioning since childhood, feel that it is basically their responsibility to cook and provide meals for the family, in spite of holding full time jobs like their husbands. In this context, therefore, they find it extremely convenient to live with their in-laws, where their own role as a housewife responsible for cooking, cleaning, etc. is considerably reduced. The day-to-day hassles — whether the milk-man will turn up on time or if the maid will dust the furniture well — are all taken care of by the mother-in-law or an old aunt. This lessens mental stress and a career woman can devote more attention to her job.

Sheila Master

Renee Vyavaharkar

Mrs. Sheila Master, a mother of two and a career woman for the last fifteen years, has had her mother-in-law living with her for many years. Mrs. Master feels better when she leaves her children in the care of their grandmother rather than with a maid. It gives her a greater sense of security, while at work, to think that her children are being looked after by somebody who genuinely cares for them. Her sense of guilt, arising from the sneaking suspicion that by devoting herself to a full-time career, she is in some way neglecting her family and children, is reduced because the mother-in-law is there to supervise the household and the children.

She also thinks that from the children's point of view it is better to have a mother-in-law in the home because they learn to respect, love and obey an older person. This kind of control exercised by the grandmother or grandfather is essential for the proper upbringing of children and it is impossible for a servant or maid to have such control. The children learn to be more responsible to their duties and give respect to other people.

But the most important reason, Mrs. Master pointed out, is that the grandparents can give to their grandchildern a special kind of selfless love, unburdened with a deep sense of responsibility and fear which is natural to parents. This special love is very important for the emotional well-being of children.

She agrees, though, that the supervisory role of the mother-in-law, like keeping a check on the servant or baby-sitting for the children, is of great practical help.

Mrs. Master does not feel that her relationship with her husband has been affected by the presence of her mother-in-law. She finds that her mother-in-law is non-interfering and respects their privacy, but she hastened to add that the young couple should also be willing to make some adjustments. If one is willing to sacrifice a little bit of one's individuality, and compromise on small day-to-day issues, one can live happily in a joint family.

Mrs. Master also feels that if one can involve the in-laws in family affairs and not ignore them totally, then it is possible to have a workable family unit.

Many other working women also pointed out that the form of family life provided by a joint or an extended family is a vital element in the upbringing of children because it gives them a sense of emotional security. It gives the children a chance to relate to other people easily, to learn to compromise and share, and to make social adjustments. It also provides them with an opportunity to play with an aunt or hear stories from a grandmother, which will enrich their cultural heritage and give them a sense of belonging.

On the other hand, in a unitary family, a child may become extremely self-centred and egocentric because of the importance that he or she gets in the household. The parents, in their anxiety to make up for their absence during the day, may spoil the child excessively. A sense of community is very important for the natural growth of a child because he learns to sacrifice and adjust for the sake of others. A joint family, according to many career women, provides a training ground for the inculcation of certain fundamental human values in the child, like the value of sharing or a sense of justice. This aspect, many working women felt, is important enough for them to give up a certain amount of freedom and independence and to put up with some of the constraints of a joint family.

Many career women think that apart from the help which the in-laws give in bringing up children, it is necessary to have some kind of communication and social intercourse with them. It prepares them to live in strange or unfamiliar environments and to face challenges with more equanimity and a sense of confidence, particularly for a newly-married couple who is confronted with tremendous new burdens and obligations. They think that living in a joint family gives a certain sense of stability. The older

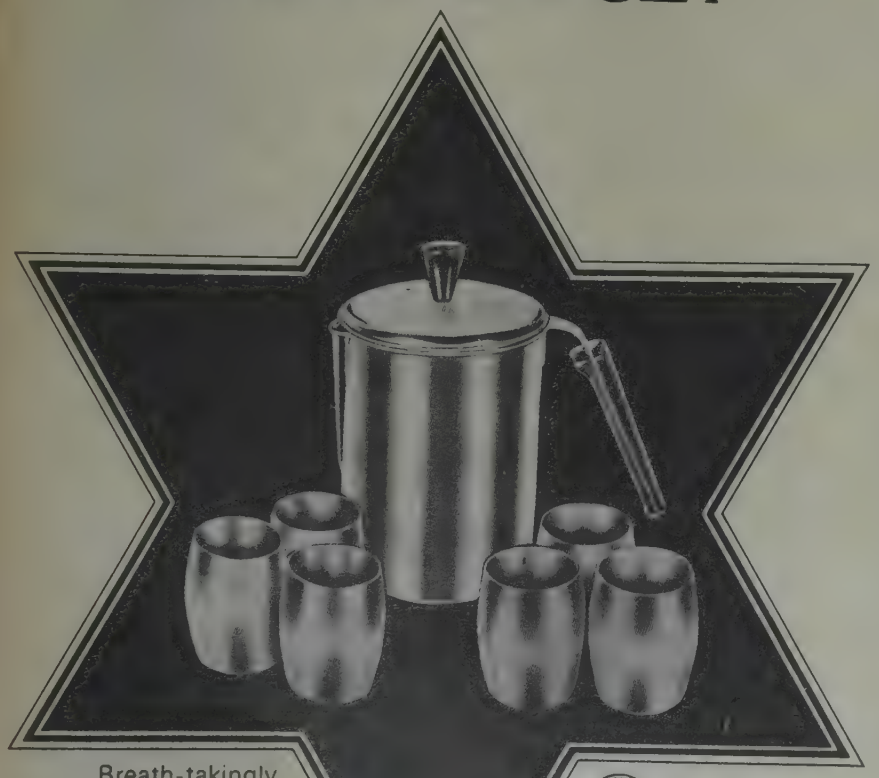
Will Anil ask me to the College Social?

I FELT SURE HE WOULDN'T. THE WAY I HAD BEEN LOOKING FOR SOME WEEKS - MY SKIN SO DULL AND AWFUL...
SHEELA, YOU MUST ASK ANIL TO GET HIS CAMERA FOR THE SOCIAL.
BUT ANIL HASN'T ASKED ME YET... IN ANY CASE I FEEL SO SHY WITH MY SKIN-
LISTEN SHEELA, HAVE YOU TRIED ANNE FRENCH DEEP CLEANSING MILK?
LOOK AT THE WAY IT CLEANSES THE DIRT THAT SOAP AND WATER CAN'T WASH AWAY. USE IT REGULARLY AND SEE HOW YOUR SKIN GLOWS...
I DID USE ANNE FRENCH DEEP CLEANSING MILK REGULARLY EVERY NIGHT.
SHEELA, YOU AREN'T GOING TO DITCH ME FOR THE SOCIAL! I REFUSE TO GO WITH ANY ONE ELSE.
Anne French
DEEP CLEANSING MILK
THANK YOU ANNE FRENCH FOR A CLEAR GLOWING SKIN- FOR EVERYTHING!

Anne French **for a lovely complexion.**

158 DCM 155

New PEARLY sensation– Stainless Steel LEMONADE SET



Breath-takingly beautiful mirror-finished Pearl Stainless Steel Lemonade set not only adds glamour to your service, but also makes your soft drinks appear cooler, taste cooler.

Sign of good Service

PEARL METAL WORKS
20 Wadi Bunder Road, Bombay-400010.

PMW-29

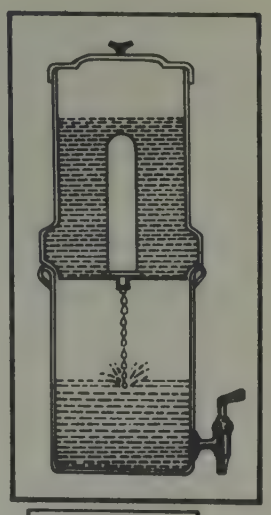
Available at all leading stores.

DRINK 100% PURE WATER

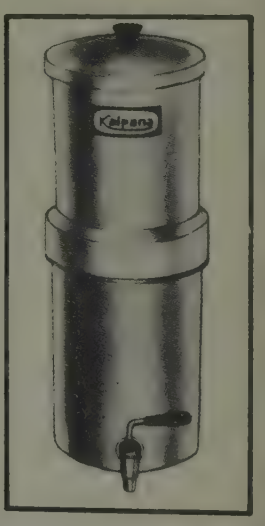
Kalpana

Water Filter

PROTECT YOUR FAMILY FROM
Cholera–Gastro-enteritis– Dysentery– Typhoid



SAVES HEALTH MONEY AND TIME



IMPORTANT Kalpana WATER FILTER is unbreakable made from Pure Aluminium epoxy coated which is scratch proof odourless and easy to clean.

Manufactured by:
Asian Industrial Components
Plot No. 75 M.I.D.C. Andheri East,
BOMBAY-400 093. Tel: 579411

people with their experience of life are of substantial help and guidance to the younger people. These women appreciate this sense of involvement and feel that it helps them to overcome the loneliness and isolation which can, in the long run, lead to depression.

The joint family system is a kind of therapeutic unit which helps to retain a sense of equilibrium by close human contact and a majority of the people seem to need such emotional and intellectual contact.

But there are other career women, to whom I spoke with at length, who maintain a totally contrary point of view. They feel that it is absolutely essential for a woman to have an independent status, and to be an equal partner in all walks of life. They refuse to accept the handicap imposed on their individuality by a joint family and think that they are capable of organising their life in such a way that it becomes unnecessary to depend upon in-laws.

Mrs. Renee Vyavaharkar, a career woman who fiercely guards her independence, has very strong views on the subject. She thinks it is highly unfair that in a traditional Indian marriage a girl is not only married to an individual but to the whole family and is expected to sacrifice her time and energy for them. Mrs. Vyavaharkar finds living on one's own more satisfying because it gives her a feeling of freedom and allows the married couple to adjust to any crisis more smoothly, without the interference of a third party.

Also, living with in-laws invariably requires a lot of sacrifice on the part of a woman, which is almost taken for granted, and no credit is given to her for what she achieves. Mrs. Vyavaharkar finds such a situation unacceptable. She thinks that the dignity and respect of an individual can best be maintained if one lives away from one's in-laws. The kind of relationship with one's in-laws which is confined to meeting on social or festive occasions is happier and more satisfying than rubbing shoulders with them for three hundred and sixty five days in a year.

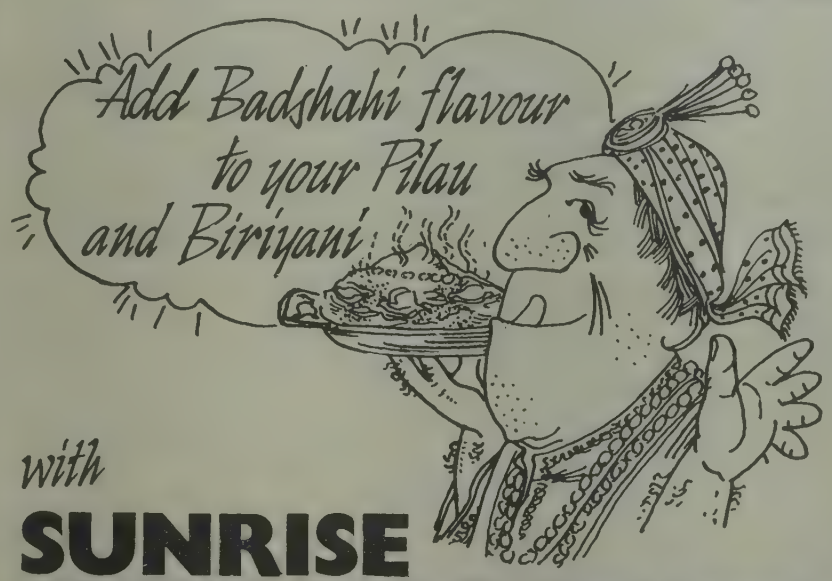
Mrs. Vyavaharkar rebuts the familiar argument that in-laws are an asset in the home, easing the household chores of a working woman, by suggesting that a woman should only take up a career when the children are a little older and are capable of looking after themselves. She thinks that it is not right to use in-laws as a prop for the economic enhancement of the family. The chances of conflict are reduced by living independently and that can lead to more happiness and harmony in the family.

Many other working women made the point that having in-laws in the house is a definite intrusion into the privacy of the husband-wife relationship. It can lead to great tension between the couple and cause lots of emotional problems, especially if the mother or father-in-law happens to be very domineering. In fact, it is the husband who has to bear the major brunt of this because he is caught between his parents and wife and this can lead to a clash in the running of the household and in the upbringing of children.

Another important point which was brought up by some women was that grandparents tend to favour a particular grandchild and that leads to deep seated resentment and jealousy in the other children. It sometimes takes the form of an inferiority complex in a child; it does positive psychological harm to him and leaves a permanent emotional scar in him.

Many career woman feel that living with in-laws and working makes them the butt of direct or indirect social sarcasm because they are accused of neglecting their husband, children and home, and are made to feel that they have somehow failed in their duty. This can contribute to a guilt feeling in the woman and lead to excessive worry and mental tension.

It is obvious that there is no clear-cut answer to the vexed question of whether living with in-laws is a help or hindrance to a career woman. It would not be untrue to state that the joint-family system has been the major mainstay of social stability in Indian society over the centuries and it has contributed a great deal to the survival of its tradition and cultural heritage. But in the 20th century, with increasing urbanization, affluence, leisure and the importance of careers of mothers, social norms have radically changed. The role of the family is reduced and this has seriously jeopardized family stability and cohesiveness. A greater stress is now laid on the autonomy, independence and individuality of women.


Add Badshahi flavour
to your Pilau
and Biriyani
with
SUNRISE
FRIED RICE SPICES
Special days need special cooking. Whatever you cook—pilau, biriyani or fried rice, cook it easy with Sunrise Fried Rice Powder—the secret behind the housewife's happiness.
Also available—Sunrise Dal Spices, La Chef (complete recipe) Cook-all Spices, Curry Powder, Mustard Compound, Mango Compound and other cooking spices.
SUN RISE BRAND PURE POWDER SPICES
SUNRISE SPICES PVT. LTD 46 PATHURIAGHAT ST CAL-700006
SUNRISE SPICES PRIVATE LIMITED
46, Pathuriaghat Street
Calcutta-700006
SUNRISE
SUNRISE
SUNRISE
FRIED RICE SPICES
A quality product of SUNRISE SPICES PVT. LTD. 46, Pathuriaghat Street, Calcutta 700006

THE "RETIRED" FILM WIFE

Continued from page 43

"He never did like me modelling," Zarine recalls. "Even when he was looking for a break, I got a terrific offer to go abroad for two years for a certain company (to model clothes). The money was attractive. But when I told Abbas about it he said point blank that if I accepted the offer I need not return to him. As long as I stay away from modelling he doesn't mind anything else I'm interested in. I'm crazy about interior decoration and I'm decorating a number of homes professionally. Abbas doesn't mind that."

Another star wife who has happily given up her job to take over as Mrs. so-and-so is Jeetendra's wife Shobha. Jeetu dismisses the whole thing quickly by saying, "Isn't this what every girl ultimately wants to do? Shobha and I have known each other since she was in school. Obviously she's not embarrassed to live off me now. And I think she is better off now than she was before marriage, financially speaking. Of course, she has her own money, too, but she gave up working voluntarily and long before we got married.

"I respect Shobha for her individuality and I definitely would encourage her in any of her interests."

With that we come to the latest type of woman—the kind who is lucky enough to find a man who encourages her to continue with the life she led before marriage —Simi Garewal and Ravi Mohan.

Everybody knows that Ravi and Simi are still like two excited teenagers when they meet. With shootings which keep her in Bombay and Ravi's business which ties him down to Delhi, the two are like week-end lovers, quite content with their present arrangement.

As Simi often says, she is hardly the type who can sit at home, musing over the rising price of vegetables or how many eggs there are in the refrigerator. Luckily, Ravi accepts her as she is—as a woman who must continue working in order to be happy. No loss of independence and, certainly, no question of accounting to each other where the money has gone. Simi is quite willing to admit that loss of financial independence can be quite an embarrassing situation for her. "I can't imagine myself asking Ravi for money. Of course, I happily take the presents he gives me. But financially I'm still independent and I sincerely feel that a woman should be financially sound all the time in order to be respected. Women who are financially independent will never have to take any rubbish from their husbands lying down."

ELECTRIQUE

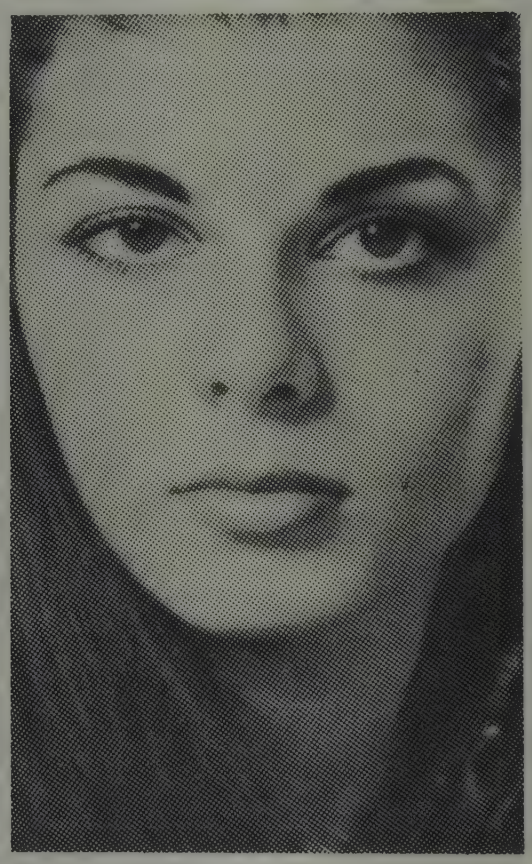
New from Max Factor

ELECTRIQUE TALC

– and you're 'switched on', all day!

Instant.
The aura.
French.
The perfume.
Lightning.
The effect.
ELECTRIQUE.
The Talc.

from the beautiful world of Max Factor... naturally



350 gm and 100 gm packs

Shilin:DM 44/77

BEAUTY

FOR THE WORKING GIRL

Ratna Gehani

More and more women are becoming beauty conscious these days. More so the working girls. Smart and well groomed, they stand out in a crowd.

"I never have enough time for a well groomed appearance. I am so rushed in the morning. In the evening, I am so tired that I just flop on the bed when I get home," bemoans one.

Quite a quandary, with so little leisure how can she be at her sparkling best! But there is a way.

Organise yourself well so that your beauty routine slides into your schedule without a ripple. Keep minimum work in the mornings and you will have enough time to get ready for the office.

Check through your clothes and accessories over the weekend. Clean, fresh clothes are extremely important to your appearance. Keep clothes ironed and ready for the full week, also accessories.

Look for easy-to-care fabrics that need no ironing and take minimum of time. Man-made fabrics are your best bet. Try to achieve that crisp out-of-the-band-box look. Keep accessories to the minimum that look smart. Don't fall into the overdressing trap loading yourself with bangles, baubles, beads when going to the office. Be yourself and don't imitate others.

One of the greatest problem is hair. If it looks good, you feel good. If lank or greasy make a regular routine of shampoo especially those with sparse, oily hair. And get a cut that will bounce back into place after a shampoo. Easy-to-manage, no-fuss styles are best whether your hair is long or short. A whiff of lacquer will keep unruly locks and stray hair in place.

How is your grooming? Defuzz hair from arms, underarms, legs and face for a well groomed appearance. Eyebrows should look tidy so pluck away stray hair. First sponge the area with cottonwool soaked in warm water to make tweezing painless.

Few can resist experimenting with new make-up colours, but be sure to use discretion and use what suits you. Keep make-up simple for the office — use a foundation, powder, eyebrow pencil, liner and lipstick.

A little planning, a few innovations, a relaxed attitude —and you're all set for the day

Beauty begins with a proper shade of foundation therefore select the right shade that blends with your skin colouring. Apply the foundation smoothly and lightly working up to the hair-line and well down the jaw so that no line of demarcation is visible.

To keep looking fresh for hours, powder liberally over the foundation, then dust with downward strokes with cotton-wool.

Here is a trick to make lipsticks last longer. Outline your lips with a lipbrush using a dark shade. Then fill in colour from the tube. Blot with a tissue paper, apply again. Don't moisten lips till the colour has set.

Your hands are on display whether you are carrying the files, typing or taking down dictation. Massage them nightly with a nourishing cream to keep them soft and supple. Neat, clean and well-manicured nails attract attention. Have a weekly manicure And no chipped nail polish, please.

Make place for beauty in your handbag — powder, lipstick, eyebrow pencil, nail file, a small hair brush or a comb and tissues are mighty handy.

If you are going out in the evening straight from the office, pop a darker foundation and lipstick, a liner and perfume spray in your bag.

Use a light fragrance for the office. The budgetwise girl uses cologne or toilet water.

If perspiration is your problem, use an anti-perspirant underarms after your daily bath. Let dry and pat talc over the area.

Your teeth must look white and gleaming. Brush them after every meal; when in office, rinse mouth well to dislodge food particles. Once a week clean with kitchen salt to make them shine.

Halitosis or bad breath is a very embarrassing problem. It can be caused due to dental decay, faulty diet or imperfect hygiene.

Your posture must be perfect — while walking, sitting or standing. When at your desk, sit well back in your chair — spine straight, shoulders and back relaxed and tummy muscles pulled in. A good sitting posture also prevents one from having a slouch and pain below the shoulder blades.

A graceful walk lends poise — but do not overdo the swinging from the hips.

The wise girl will organise a brief rest period before getting the evening meal ready. Try this relaxing exercise. Spend ten minutes each day lying down with your feet propped up higher than your head. This will make the blood flow towards the heart and give needed energy.

This plus a hot, sweet drink, milk, or a glass of warm water to which lemon juice and honey have been added, will help ease away tension, feeling of exhaustion and give you energy.

And now for some final advice. Act ladylike in the office and you will be treated like one. Try to control your temper and if you are in the wrong, a sincere "I am sorry" will go better with the boss or your colleagues, than unecessary arguments.

Be natural in your ways, be simple in your dress and make-up, and we bet, you'll be the most admired person.

Sherry

BRAS, PANTIES & GIRDLES

Match the world's leading brands in design, comfort and fit.

Look at Sherry Bras closely. See how thoughtfully they are cut and stitched. Try them on. They are truly world class.

Sherry Bras are available in all sizes, in cotton and Lycra stretch.

Settle for Sherry, the perfect bras for you.

Available at all leading stores throughout India.

Sherry

Femina,
Crystal House, Off Pedder Road,
Bombay-400 026.
Phone : 366231.

ART-1733

Your gentle skin... smooth... soft... with Tuhina - the only liquid skin cream with rich lanolin and tender moisturizer that banishes dry skin. Feel soft all over with

tuhina
BEAUTY MILK

A product of
Calcutta Chemical

UMESH YOGA DARSHAN

(Part II)

Author :

Yogiraj Shri Umesh Chandraji

(English and Hindi Editions)

Price : Rs. 30/- Postage Rs. 4/- extra.

This is an excellent TREATISE on YOGA, providing lucidly written information on such subjects as 'Pranayama' (Breath Control), Abstraction, Concentration, Meditation and various stages of 'Samadhi' (Super-Conscious state) with clear illustrations.

This book, based on the personal experience of the author, shows how one can awaken the 'Kundalini Power' within oneself.

Write or contact :

SHRI RAMTIRTH YOGASHRAM

Near Dadar (Central Railway Station), Vincent Square Street
No. 2, Bombay-400 014, Ph. 442899

"I won't let my wife work"

The rich husband will always say this. The poor husband will want to say it— but discretion is the better part... Both long to feel superior through the woman acting inferior

Aneel Khanna

With this announcement, man seems to impose his superiority over woman. Through this, he tries to subjugate her personality completely and to declare himself an unquestionable monarch.

His reasons are very simple; she is weak and she cannot match his intelligence. Therefore, she should be confined to the home, where she will raise a family and cater to his whims and fancies.

Woman meekly accepts this verdict and lives according to the norms laid down by him and, in addition, believes that things couldn't be better.

This complete resignation makes man even more sure of his judgement and all of us follow this principle all the more strictly and confidently. And why not?

What is man's definition of woman? What does he think is the sole purpose of her existence?

When questioned, he seems to say — her definition and her purpose is just this: to woo-a-man. Everything she does or is allowed to do should, in some way or the other, add colour to the various shades of a man's character — his passion, his ego, his status. Above all, she should make his superiority stand out by being inferior. He would like her to be modest, shy, calm, composed.

What does a man of today, with this kind of an attitude, think about a woman wanting to pursue a career?

Sixty-two-year-old Mr. Khanna very strongly believes that a woman's place is in the home. It is in her interest that she stay there, he says, for she is weak and would definitly be exploited in the outside world by men, who are inherently stronger.

According to him, it is the unchangeable law of nature which has made men physically and mentally superior — "Hence women's lib is a lost battle." He says this with an air of finality.

His wife agrees with him. "I feel proud of having sacrificed my personal interests in order to bring up my children." Listening to this proud and selfless statement, I wonder who is the stronger one in fact.

In contrast, Mr. Kapoor, who belongs to the same generation, feels that nothing should stop a woman from working. In fact, he feels a marriage can only be successful if both partners shed all complexes.

As far as he is concerned, he would not mind it, even if his wife earned more than him. He would like to give credit to her capabilities.

But when asked what his reaction would be towards a woman who broke tradition and proposed to him, he, a 'liberated' man, says, he would not think ill of her, but a woman should preserve her feminity and let the initiative of proposing lie in the hands of the man. Her proposing, he says, would strip her of all womanly modesty.

Does this kind of hypocrisy make her more of a woman? A working woman does become bolder and more enlightened, and may think nothing of being the first to propose. Does this make her inferior? Must even a liberated man have his "buts"?

Let us now trace the attitude of the younger generation. A seemingly liberated lot, they say they would like women to be free, independent and without restrictions. A woman who expresses a desire to be a traditional housewife is termed "a square."

But when it comes to 'my woman', most of them reveal that they would actually like her to be 'a square'. They also follow the age-old principle — only a woman in the home is a woman. They do not have any valid or impregnable reasons for following this principle. It has probably just been passed down to them through the ages, and they conveniently accept it.

Ramesh (the name is fictitious) is a 22-year-old man, who has got married under pressing circumstances, is still a student and has no source of income (apart from a small share he receives from his late father's business).

He, like Mr. Khanna, is against the idea of letting his wife work and support him through his academic years. His reasons are confused and they only boil down to a blind faith in the adage set down by his forefathers.

The creation of an urban environment has brought about pressing demands upon the individual. The man is not able to support a family without additional help. Hence everyday, we see a lot of women travelling in local trains and buses to their respective offices. They have now become a part of the financial machinery of a family.

Even then, a very small percentage of married working women have truly liberated husbands, husbands who don't think twice about their women seeking a career. The rest of these women have been allowed to work purely because of economic reasons, to help their husbands to make ends meet.

A young man, Mr. Shanker, who is a sales representative, admits that it is purely for economic reasons that his wife works. Though he would not impose any restrictions on her even if he was financially better off, he would, at the same time, appreciate it if she remained a housewife

Even in the elite class, working wives are not always free of male domination. Her being a "teacher", a "social worker", or a "boutique owner" is a feather in the cap of the male. She is what she is because it does a lot to the man's public image.

It would be interesting at this juncture to note that, among the poor, women work along with men, without either of them being aware of all this controversy. Maybe it's their illiteracy or 'ignorance' which has made them so liberated.

Otherwise, women always find themselves tied down rigidly by male chauvinism. They could break away to quite an extent if they would just manage to ask the question: "Why?"

SEX AND MARRIAGE

Continued from page 39

lity and understanding, then inflation, babies, monsoons, ailments, vanishing ayahs, stuffy bosses, grumpy colleagues, are going to bury you alive — you'll be a mass of nerves, of frustrations, shrewish, a nag and a hag.

"I know this much — that by working I've come in contact with a cross-section of humanity, have faced seemingly insurmountable odds, struggled with weird situations. This has taught me to be tolerant, and also that it is better to thrash issues out than eat your heart out for them. I have my men friends — my husband doesn't throw a tantrum. I'm free, yet bound. There's trust and faith. You call that a perfect marriage — I don't. We fight like cats and dogs! Our kids are obstinate, stubborn and spoilt, but brilliant. I go through two ayahs a year, my house is in a shambles but runs smoothly. I cannot suffer fools gladly — so my boss and I can't stand each other. I'm vain, proud, friendly, jealous, loving and possessive. My husband's bad tempered, sloppy, besotted (about me) and makes friends indiscriminately. His idea of heaven is working 12-14 hours with one hour for love and sleeping the rest of the time. In short we get along "infamously!"

Well, at least someone agrees that a working couple's problems can be solved in bed! Today one does not need that piece of paper to make sex legal. Couples are shacking up — and funnily enough, facing the same problems that respectably married couples do.

A satisfactory conclusion cannot be reached merely by interviewing a handful of married couples. Each couple is bound to see its problems from a different angle and not many will readily agree that their problems are sex-based. Perhaps the U.S.A. which has a predilection for surveys and statistical reports has one, or will very soon provide us with an indepth research work on the subject. But one can tentatively conclude that the basic area of conflict in a marriage— sex — can be tackled with a more balanced and rational approach if both husband and wife are dealing with conflicting situations on their own outside their home, than if the wife's existence resolves around her husband alone. Dealing with different people independently, not only helps each personality to develop on its own, but also gives both a more objective and broader perspective on sex — the foundation of their marriage

"On a recent plane trip, a stewardess asked my husband how many and 'what kind' of children he had. When he said two girls and one boy, she brought back three gold pins : one Junior Pilot and two Junior Stewardess wings."

* * *

"During a visit to their father's office, our three children were introduced to one of his associates. The man told our son that when he grew up he could be a lawyer in Daddy's firm. Turning to our twin daughters, the man said : 'And we can use some new secretaries, too!' "

* * *

The inevitable message to girls : "Be beautiful, feminine, alluring, passive, supportive. Subvert your energies, dear. Conceal your brains, young lady. Spunky girls finish last on the way to the prom. Tomboys must convert. Boys don't make passes at female smart-asses."

* * *

The message to boys : "If she's all dainty and diaphanous, he has to be strong and assertive . . . What if he prefers a flute to a football? Tough luck . . . there's no place for the tender, uncompetitive boy . . . The effec. is to stunt him emotionally, to teach him that toughness is a prerequisite for manhood, to burden him with the identities of soldier and sole support of dependent human beings."

* * *

"They both get the signal. That they are expected to be very different from one another. That he can experiment, solve problems, compete and take risks. That she is passive, domestic, cultured and cautious."

* * *

"What we have to do is to get to the bottom of what is genuinely **natural** in women — what we now call natural is only normative. It is what our culture has defined as normal for women and normal for men, but it sheds no light on what is natural. For instance the assertion that women have no natural aggression in them is absurd . . ."

Parental and societal messages —whether direct or indirect— get through to children early in life and, inevitably, affect their perceptions of themselves and their roles in life

I don't want to work. I want to get married. I think boys should be doctors
Vinita Ramprak (6½ ye

I want to be a teacher. My brother should be an officer.
Devyani Sinha
(8 years)

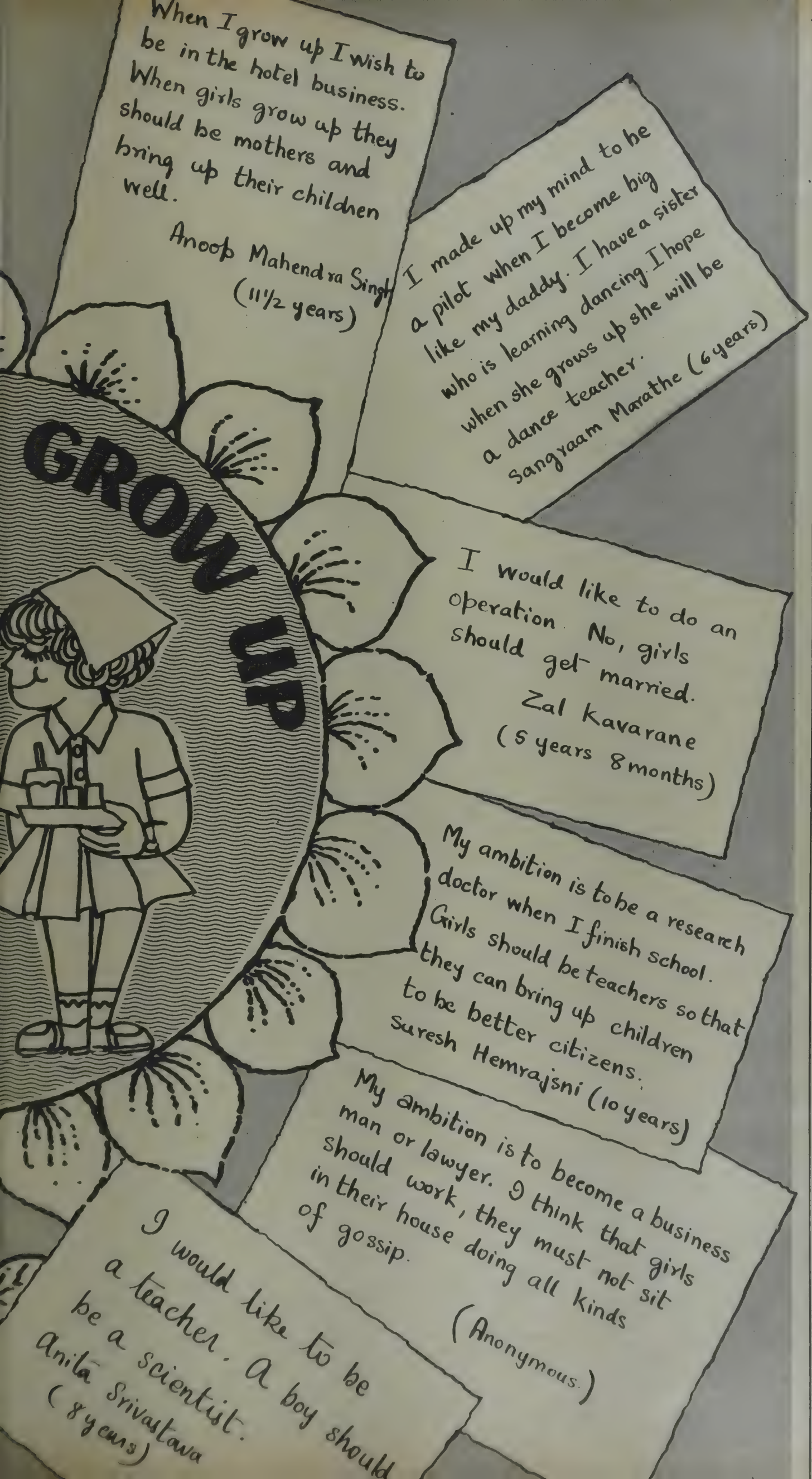
I would like to be a hair-dresser. When they grow up, boys should be doctors.
Hema Mohinani (6½ years)

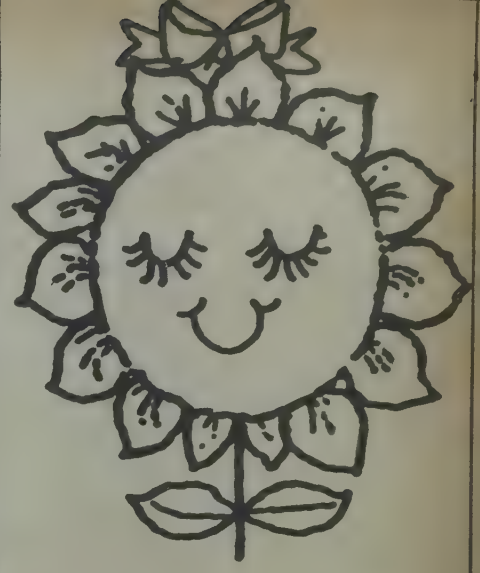
When I grow up, I'd like to be a doctor and mother.
Shijra Mogul (6 years)

I would like to be a nurse. When boys grow up, they should be doctors
Anita Shekavant (6½ years)

I would like to be a pilot. Yes, girls should work. They can be air-hostesses.
Atul Paluwa
(5 years 11 months)

Quotations, Courtesy : "The First Ms. Reader" (Ms. Magazine) and "Women : A Feminist Perspective" edited by Jo Freeman.


When I grow up I wish to be in the hotel business. When girls grow up they should be mothers and bring up their children well.
Anoop Mahendra Singh (11½ years)
I made up my mind to be a pilot when I become big like my daddy. I have a sister who is learning dancing. I hope when she grows up she will be a dance teacher.
Sangraam Marathe (6 years)
GROWING
I would like to do an operation. No, girls should get married.
Zal Kavarane (5 years 8 months)
My ambition is to be a research doctor when I finish school. Girls should be teachers so that they can bring up children to be better citizens.
Suresh Hemrajani (10 years)
My ambition is to become a business man or lawyer. I think that girls should work, they must not sit in their house doing all kinds of gossip.
(Anonymous)
I would like to be a teacher. A boy should be a scientist.
Anita Srivastava (8 years)



"In this age of lip-service to equality and self-realisation for all, parents encourage their daughters to fulfil their entire potential and allow them some of the advantages given to men. The encouragement, however, is essentially hollow. Somewhere along the way the parents' strong desire surfaces: that the girl be securely married, rather than take the unconventional and risky course of becoming a serious working person. The contradictory message that the girl gets, from society as well as from her parents, is that if she is too smart, too independent and, above all, too serious about her work, she is unfeminine and will therefore never get married."

• • •

"A man is taught from birth that his human fulfilment and his masculine fulfilment are one and the same."

• • •

"There is an implication that femininity and achievement are incompatible, and that an appetite for any other fulfilment is in direct contradiction to feminine fulfilment."

• • •

"It is often assumed that women, in the long run, simply do not have the constitution for normal competition; that, in women, the inner necessity to succeed which nourishes and sharpens the intelligence seems to be missing."

• • •

"Because of the pressures on them to conform to traditional feminine roles, girls tend not to be seriously oriented toward careers — even when they are being trained for future occupations. They study and prepare for a job 'only in case I have to work.' Thus, unlike the future-oriented boys, girls fail to prepare themselves for the future."

• • •

"Even if a girl does prepare for a job, it is usually in occupations traditionally accepted as 'women's fields' such as social work, teaching, or nursing..."

• • •

"Our children mirror our attitudes and mimic our relationships. They are constant reminders that life-styles and sex roles are passed from parents to children as inexorably as blue eyes or small feet."

Treat your complexion beautifully—all four ways

In the day, a fresh bloom:
Light enough to wear during the day, Charmis moisturises and protects your skin. So you look your best. Right through the day.

And at night, nourish your skin:
Use Charmis—the gentle make-up remover. Then stroke on a light film of Charmis at bedtime. It nourishes your skin to a new loveliness while you sleep.

In winter, a smooth, glowing skin:
Charmis smoothes away ugly wrinkles, lines and rough patches. Keeps your skin looking young, soft and gentle.

In summer, a clear complexion:
Use Charmis on your face and skin. To protect your skin from the harsh sun and dust. Deep-cleansing Charmis for a smooth supple skin.

Start your beauty plan today with Charmis All-Purpose Cream de luxe. You'll love its delicate flower-fresh fragrance.

Day and night...winter or summer
you need the care of
Charmis all-purpose cream de luxe

CHAPC.G.5.76

this chilly winter

ADREENA presents its Winter line ! A delightful heartwarming range of colourful WOOL, NYLON, ORLON & CASHMILON. Soft in feel and fast in shades. Over 100 shades to choose from ! Plus greater economy & Knitting convenience for you, because ADREENA Wool comes in longer length !

ADREENA also brings its exciting range of fully fashioned KNITWEARS & SHAWLS for people of all ages, but young at heart !

ADREENA

promises you a mild **summer...**

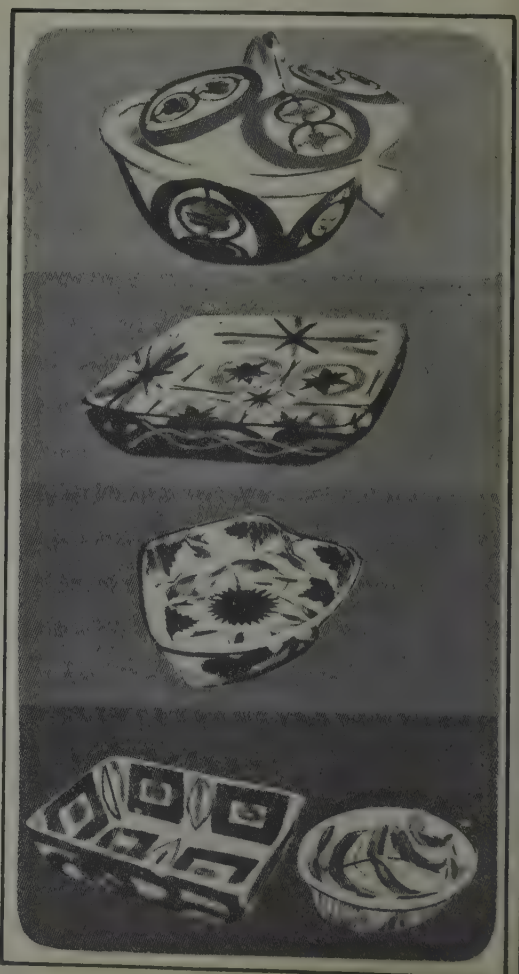
Herald

• WOOL • NYLON • CASHMILON
• ORLON • KNITWEARS • SHAWLS

AVAILABLE AT LEADING STORES

domit
OVENWARE

BAKING DISHES ARE A BOON TO THE MODERN HOUSE WIFE. TIME SAVING, HYGIENIC, EASY TO CLEAN, AND AN ORNAMENT TO THE MODERN KITCHEN. DIFFERENT SIZES ARE AVAILABLE TO SUIT EVERYBODY'S PURSE.



Rajaniklal

32, Park Mansions, Park Street,
Calcutta-16 Phone :—24-8253

SIGNS OF THE TIMES

Advertisements, the attitudes of leading public figures and the stands taken by prestigious services contribute, more than is generally realized, to the self-images and life-aspirations of both men and women.

The fact that serious working women are no longer oddities in today's world does not seem to have registered in the minds of responsible people. Women continue to be seen as housewives, mothers, girlfriends, decorations — usually frivolous — or alternatively, in subordinate jobs. And so on the whole, the signs of the times are not so good

WORKING WOMAN OR DOTING FATHER
Point
DETERGENT WASHING POWDER
Point
CANARA BANK'S NIRANTAR
Weekday Ca
ORIENT
Ceiling fans
She goes for the looks
ARE YOU A GARMENT MAN? (OR WOMA
1. Do you have expe knowledge of garmer turing-designing?
2. Are you acquainted pliers of export quality
3. Do you have a pleasing per lity?
4. Do you have knowledge ing and general admini
If so — then we are off 36,000/- per annum sharing to the right pers
Apply immediately to
Mr. T. Mehta
SUNRASHI INDU
Bombay-400006. Phone: 36

"All programmes for women in the State of Uttar Pradesh, once described as a model for co-ordination, efficiency and achievement, were closed down by Shri Charan Singh during his term as Chief Minister, presumably on grounds of economy." (From The Report of the National Committee on the Status of Women in India.)

" . . . Rule 5 (3) of the IAS Recruitment Rules . . . empowered government to demand the resignation of a married woman officer on grounds of efficiency. This rule was cited by a pharmaceutical concern before the Supreme Court in 1967 in defence of its own service rule which terminated the services of women employees automatically on marriage. The Court, while striking down the rule in the said concern, upheld the IAS rule, which was deleted in 1972 in response to representations from some women officers." (From the Report of the National Committee on the Status of Women in India).

Seen in a bank ad: "Save for your daugter's marriage and your son's education."

REFLECTIONS OF A DIEHARD M.C.P.

Continued from page 23

And what is the only argument in favour of careers for women? Economic independence. And why this independence? Because, says the women's libber, without it a wife becomes so totally dependent on her husband that he feels he owns her. This is a monstrous idea. A husband on whom his wife is totally dependent, feels responsible for her. He does not feel he owns her in the sense he feels he owns his car or his house. It is an unpardonable twisting of a beautiful relationship into an ugly metaphor.

Historically, ever since home sapiens evolved from the primates, man has been the hunter, the provider of food and woman the homekeeper. Women were just not equipped for the chase (except the chasing of their men). Nature, in its infinite wisdom gave them the right to be fed, protected by man so that they could pursue their sole purpose — the procreation of the species — unhampered by the need to feed and protect themselves. And to this end, estrus (the heat period among animals) disappeared from the human female so that a man could get all the sex he wanted from just one woman all the year round and so remain monogamous. This guaranteed her economic and physical protection by one man — her husband. Economic independence for women is therefore contrary to the evolutionary process and to challenge nature's laws is to invite disaster.

If there is any ownership in married life, it is the wife who feels she owns her husband, body and soul, her sole and exclusive breeding agent, his genes entirely reserved for her offspring. How many husbands make decisions, even minor ones, without first clearing them with their wives? What the crusaders for careers for women want, is a husband whom they own, but who has no reciprocal claim on on them, on their time and labour—yes, the best of both the worlds.

Careers for women can be justified only for three categories of women — those who have enormous talent, those who are unmarried and those whose husband's income is inadequate. The first category is a small minority. For the second it is a temporary phase of life, to be ended the moment a young man decides that permanent slavery to a woman for her assured and exclusive sexual favours is a consummation devoutly to be wished.

Only the third category is both large and lifelong. And for them a career is certainly not a triumph of woman's lib over male chauvanism, certainly not a matter for self-congratulation. A woman who has to travel in crowded buses and trains to work at some routine, ill-paid job that adds little to her status and subtracts much from her womanliness, is not so much liberated as further enslaved. Her career is her misfortune, not her fulfilment.

In the sum, therefore careers for women is unfair to the vast majority of them. It increases their work load, reduces their womanliness, and loses for them their husbands' feeling of responsibility. To deliberately throw away their privileges as wife and mother, become an anonymous cog in the nation's economic complex in the name of "equality," is to display a pathetic lack of common sense.

Those who advocate the new merely because it is new, are no champions of women. Every issuse must be decided on a balance of considerations, our minds neither cluttered up by the cobwebs of outmoded norms, nor conditioned by the urge to be in the forefront of fashion. Wisdom did not begin with the 20th century. If an old order is corrupting the world, change it by all means, but if inherited wisdom safeguards your happiness, do not jettison it merely because it is old. So, I say, career woman, beware! You are cutting your nose to spite your face. And you know where that will leave you. You have already been warned — but for the wrong reason.

WOMEN LABOURERS

Chhaya Datar

THEY WORK TO PRODUCE FOOD FOR THE COUNTRY, BUT THEIRS IS A BLEAK EXISTENCE—WITHOUT SECURITY, WITHOUT ANY ECONOMIC PROTECTION

Women comprise seventeen per cent of the total work force in India. Of these 80 per cent are agricultural labourers. Curiously enough the importance of this profession is invariably disregarded. Magnificent landscapes that adorn our walls depict rows of women bending over on vast fields, planting paddy. But one sees these women without really noticing them. If we were told that this back-breaking work, which takes about twelve hours a day, fetches these women just about two rupees, how would we, who spend more than that on transport every day, react? Agricultural labourers in addition to their work in the fields and domestic chores at home walk five to eight miles a day from their home to the place of work and back.

Just as women who have jobs in offices or those who pursue independent professions, agricultural labourers too are economically independent. Let us have a closer look at the lives of these labourers, their work, their relationships with their employers and their menfolk. . .

Meet Subhadrabai from Jawlekadlag dist., Ahmednagar. She represents the common plight of all women farm labourers.

"How old are you?" I asked her.

"I am forty. I was married twenty five years ago. I was the second wife of my husband. His first wife was childless and he wanted me to bear him children. But as luck would have it she had children after my marriage, and my existence became purposeless. I lived with him like a maidservant. My husband died some ten years ago. We were left with six acres of not-so-fertile land. There were six of us, including four growing children. The other woman did not want me to share the little property he left us so I was thrown out of the house.

"I came to my parents' village, built a hut for myself and started earning my livelihood in the only way I knew, by working on other people's lands. My parents are both dead."

"Are you employed by some rich farmer on a permanent basis or do you have occasional jobs?"

"People are employed on a yearly basis. Our work is mainly seasonal. We shift from employer to employer, whenever we are needed."

"How many days of the year are you employed?"

"I will not be able to tell you that. But I can tell you about the kind of jobs I do and when. The rainy season is a lean period. We have to wait till the crops grow in the field and weeding is required. Then there is harvesting of dal which is a short period crop, which forms the major work. After moong the soil has to be made ready for the jowar crop.

"To rid the soil of the remnants of the earlier crop is a wo-

RIGHT: Women sorting leechis for the market. Their daily menu: jowar-roti and chutney.

BELOW: Women labourers transplanting paddy. "We are told we do less work in quantity than the men."

man's job. Ploughing is done by the men. They also protect the crops from birds and animals and from thiefs. In winter, harvesting of jowar and wheat is done both by men and women. Picking chillies, groundnuts and cotton are specialised women's jobs. Sugarcane is an important crop these days, it requires constant weeding and watering. Women crush through the thick rows of the cane and get injured by the sharp leaves. In the sugarcane areas one gets work fairly regularly, though not everyday.

"Incidentally in the non-irrigated areas statistics show that women get employment on an average for only about 120 out of 365 days in a year."

"How many hours do you work for every day?"

"That depends. For instance, while weeding we go to the place

"Would you object to ploughing?"

"I don't think so, but that is the tradition normally followed. We do less work in quantity, they say, we are not as strong as men."

"But why is their type of work more important and better paid than yours?"

"I do not know that. But our wages are not enough. That much I do know."

"Do your men help you with the housework?"

"Not much. If the water is far off they may fetch a vessel or two. Cooking, washing, looking after children is done only by us, women. They do help us in one job —house repair. Sometimes the men go to the weekly market also. But grinding of grains, which is such a tedious job, is done by women, every other day

Working in a wheat field. The government's Employment Guarantee Scheme is too complicated to be of practical help.

of work somewhat late and come back at sunset — about eight hours a day. For harvesting we start before sunrise and finish only when it gets dark."

"And what about a break for lunch?"

"Yes, we do stop for lunch during harvesting, but the supervisors keep a constant watch."

"And how much are you paid?"

"That depends on the work. For weeding we get less than two rupees a day, for harvesting women get three rupees, men get paid Rs. 3.50p. At times we form groups and take a contract. For an acre we get one and a half to two mounds of grain." (1 mound = 40 seers).

"Are you paid the same wages as the men?"

"Of course not. It varies according to the type of work, I believe. Men plough, we don't."

in fact.

"What is the usual menu for your meals?"

"Generally we have jowar-roti and chutney. Sometimes we have watery dal. Vegetables are prepared rarely, for guests, or on festival days. We eat meat only once or twice a year. I can't afford to use oil everyday. We drink tea without milk, with jaggery not with sugar. Some people use goat's milk."

"How many sarees do you have?"

"I don't even buy two every year."

"What do you possess?"

"My father gave me two large vessels for carrying water. My husband gave me a half gram gold bead in my mangalsutra. Today I have nothing. I was not allowed to take anything with me when I left my husband's home. I sold the bead during the famine year. Now I have only this hut which required wood worth Rs.

An Adivasi woman cutting grass for the dairy industry.

ABOVE: The tea gardens employ a fair number of women. "We drink tea without milk, with jaggery, not with sugar."

50. Today it would hardly fetch any price. The plot does not belong to me, I can be evicted any time. One charpoy, one aluminium vessel and a spoon—these are the only things I own."

"Why don't you organise yourselves, form a union, for instance?"

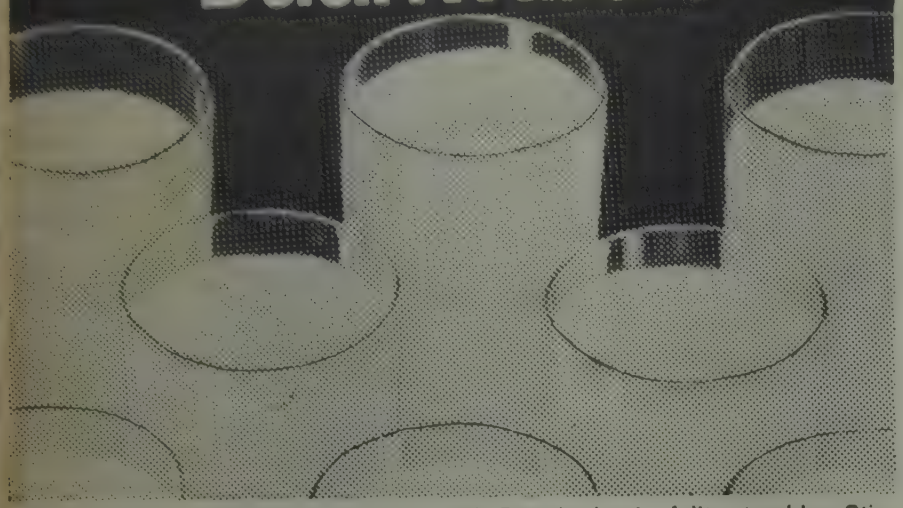
"That is what we are trying to do. We have succeeded to some extent. Once we stopped work at the time of picking chillis. It took me days to convince the women —'maybe you will suffer a bit today, maybe your child will starve today, but tomorrow he

Continued on page 63

Photograph (left): Dhiraj Chawda

Other photographs: Pankaj Shah

AMUL–Your Dudhwallah

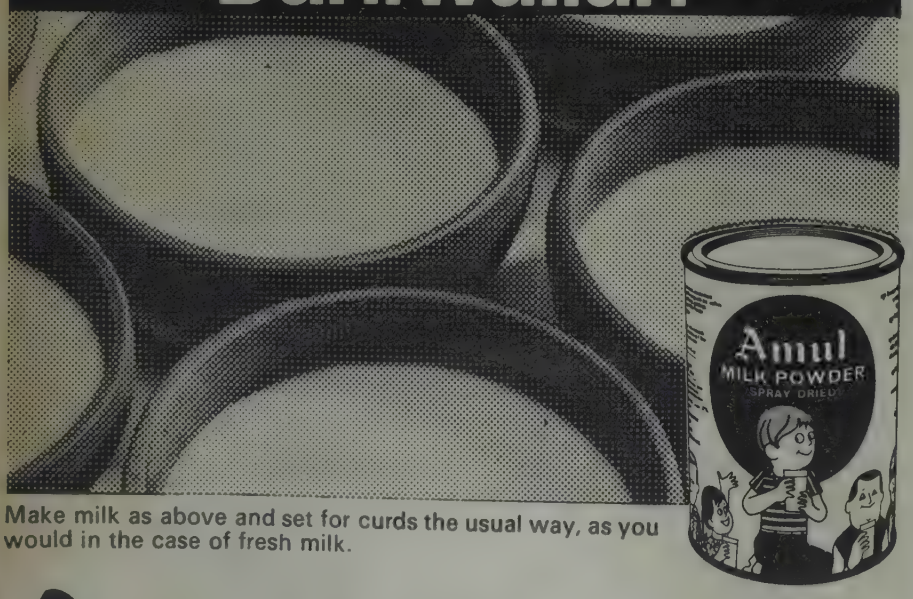


Put 2½ heaped tablespoons of Amul Milk Powder into a ¼ litre tumbler. Stir into a smooth paste with a little warm water. Add hot water up to top and stir. Your child's glass of milk is ready. (For detailed instructions see tin).

AMUL–Your Chaiwallah

Amul Milk Powder is ideal for tea and coffee. Make milk as above.

AMUL–Your Dahiwallah



Make milk as above and set for curds the usual way, as you would in the case of fresh milk.

Amul Milk Powder

It's like having a dairy in your home

Marketed by: Gujarat Co-op. Milk Marketing Federation Limited, Anand.

COMFORT-SHAPED

Benalon®

BRIEFS

In COTTON & NYLON for MEN, WOMEN & KIDDIES

Benalon trademark guarantees the finest range of briefs exclusively designed for ladies, gents and kiddies. Benalon briefs fit comfortably. Stay in shape... wash after wash. Long lasting too. Choose Benalon cotton brief or nylon, it will be a fitting choice.

MAHALAXMI KNITTING MILLS
11/12 A, Nand Dham Industrial Estate, Marol Maroshi Road, Andheri (East), Bombay-400 059. Phone: 581580-583853.

Wanted Stockists & Wholesellers

ART-1666

Be fair to your hair with camlin care

camlin shampoos

Lustre for dry hair
Ev'fresh for greasy hair
Silky for normal hair
Egg for protein-starved hair

Choose the one that suits your hair best.

camlin
Shampoos
for soft, manageable, beautiful hair. Contain no harsh detergents!

Camlin Pvt. Ltd.
Cosmetics Division
Bombay 400 059

WOMEN LABOURERS

Continued from page 61

will have a full meal'—I pleaded with them. I was inspired by the men's organisation. We women kept guard on the roads to the fields. We were afraid the owners would bring women from far away places to pick the chillis. After a month the owners realised that we were indispensable. They increased our wages from one rupee to two rupees."

"What about the Employment Guarantee Scheme which the government started a few years back?"

"Yes, we were told that if we didn't have work in the fields we should apply to the Sarpanch asking for work. This application requires at least fifty signatures from the area. Then the government is bound to provide work within fifteen days in some nearby area, not more than ten miles away. But do you think the Sarpanch helps us to write the application? And even when the application is made the government does not do things fast. And besides people are not aware of these laws."

"Do you at least get the proper wages prescribed by the government at these work places?"

"Not necessarily. Many a time the wage rate is on a piece-of-work basis. We are illiterate and are not able to do the complicated accounts involved. They take wrong measures and deprive us from getting correct returns for our work. The foremen and engineers at the site don't sympathise with us at all. In fact, they harass us.

"As an example last year the construction site was rather far off. Some of us had to walk eight miles to get to the site. And then, too, there was no guarantee of work. The foreman used to send us back quite often, his favourite excuse being that we were late. I tried to plead with him that women had to finish their household chores and that none of us had watches. If he could send us one of his trucks which returned empty from the town everyday anyway it would help us a lot. While returning in the evening we would walk. But it was of no use. He did not oblige us.

"Some women would bring their young kids and keep them in baskets under a shady tree. One day he ordered that lone tree to be cut down so that women would stop bringing their little children to the work site."

"Are you not afraid of being sent to jail?"

"No, why should I be afraid? There at least I will be assured of getting daily bread. And I have no responsibility on my shoulders. That is what my friends always say to me. 'Subhadra, it is good that you are a widow. You have no child. You are quite independent.' My friends, too, are not afraid of jail."

Bhuribai, an adivasi farm labourer, hails from Shahade taluka in district Dhulia. The farm labourers here are organised in "Shramik Sanghatana." Within the organisation they have women's committees, and take up anti-alcohol campaigns.

They have organised morchas and have tried to pursuade owners of country liquor shops to close down. When they refused to do so the women threw away the liquor and broke the earthen pots. They assembled the men together in each village and asked them to vow not to touch liquor. They have organised watch-committees and have checked the smuggling of liquor into the villages. If anybody is found drunk he is punished in a number of ways.

* * *

A farm labourer turned prostitute, Kesarabai hails from Nanded district. She is a Dalit who was bought by her husband for three hundred rupees. It is the reverse of dowry called "dyej" which is given by bridegroom to the bride's father.

Kesarabai and her husband used to earn their bread by working on the farm of a rich farmer. Once, while working in a remote corner of the farm she was raped by her employer. Her husband was furious when he heard of this and vented all his anger on his wife. He tried to amputate her leg with an axe. Fortunately she ran away.

But her escape was no solace to her. How was she to earn her livelihood? She searched for a job in Nanded city and found that she had to trade her body before she could get one.

She said, "I realised that I could not get work with dignity. I might as well use my dignity for work, I thought to myself. Now I realise I have lost my dignity. But there is no going back. I have to search for customers until midnight sometimes. The police also harass us. The new law of giving licences to only physically fit women is causing trouble for us. How do they expect us not to be afflicted by disease? We cannot afford to treat ourselves. How can I, when I earn just two rupees every day?"

This is their life—pursuing a career without glamour or glory or even adequate payment! A job full of risks without any guarantee of security. Being treated in an undignified manner by government officials, falling victim to the employer's lust, being beaten up by a drunkard husband— these are all occupational hazards. There is no employment guarantee, no economic protection by the husband. These women are entirely on their own, their family ties are less compulsive and also less protective. And still they do not want to beg. They are perhaps the most wretched lot of career women whose cheap labour creates for the rich farmers surpluses that are not even taxed. They are taken for a ride because they are unorganised.

TOWARDS TOTAL PARTNERSHIP

Continued from page 15

parents have not given them any complexes. The elder boy is a Chartered Accountant in a London firm and the younger son has joined his father who, after retirement, started his own plastic and P. V. C. Industry.

Both of them think a working wife is ideal for a happy, comfortable marriage.

P. H.

VASANTI AND LAXMAN DHAMANKAR

Bombay

On her way to work, Vasanti Dhamankar tries to ignore the tearful pleas of her four-year-old son not to leave him behind and entrusts him to one of her neighbours in the mill compound at Colaba.

"I have to leave him and go to work for the sake of my stomach," she explains. Thin and wan faced, she cleans and cooks for six different households from 9.30 a.m. to 6 p.m., Monday through Sunday, with only one day off in the entire year on Diwali.

Her husband, Laxman, works as an office peon from 10 a.m. to 5 p.m. and as a watchman from 11 in the night to 7 in the morning. "But we can barely make ends meet," says Vasanti for, in addition to their four children, the couple have to support Laxman's ailing father.

Married for 13 years, Vasanti had not worked before marriage but volunteered to do so four years ago. At that time her husband had been unemployed for a long spell, another baby had been on the way and money was short. Vasanti managed to find a few odd jobs which didn't pay much, while Laxman would help at home with the cooking and rearing the children. In the last months of her pregnancy she had to stop working and the couple borrowed money to stay alive. Now the two make light of their past tribulations, saying, "Compared to what we went through then, everything now is minor, we could never stop working. We can afford so many more things which we couldn't before."

J. G.

BHUVANESHWARI AND RAMASWAMY

Bangalore

She is a lecturer in Physics at the Vijaya College, Bangalore, and he is an engineer working with Amco Batteries. Says Bhuvaneshwari, "I was a demonstrator in the same college, when we got married. I took the M.Sc. degree afterwards and became a lecturer, largely because of the encouragement I got from my husband and his parents. My husband firmly believes that if

a woman is a graduate, she should put her education to good use and not be just a housewife."

The couple do not have children of their own, but they brought up a girl and recently got her married. Now, they are bringing up another girl. In addition, Bhuvaneshwari helps at an orphanage, called "Gopala Niketana" run by her mother-in-law.

Bhuvaneshwari is good at Carnatic music and the veena and her husband shares her passion for music.

"My earnings give me a lot of spending money, not just for saris, but also for pet social service projects, so I am happy my husband encouraged me to pursue a career," says Bhuvaneshwari.

Her college timings are such as to enable her to do her bit in the home also. They have a part-time cook. Bhuvaneshwari has organised her time to prepare her lectures by getting up early in the mornings, when there are no guests or visitors to distract her.

"A working woman has to plan things and arrive at smooth solutions to avoid rubs in the family. . . If you are willing, others are also willing to adjust. . . Nowadays, many career women want elders at home; it gives one such a secure feeling to know that someone is there to take care of the home and children in your absence. But nothing is one-sided. . . Life is always a matter of give and take," she feels.

Shakuntala Balu

career-wise fashions

For the budgetconscious young working girl, we give here practical hints for wardrobe planning

Vera Rikhye

In this changing world of fashions, it is smart for career women to favour clothes fashionwise and for their price. The principle of fashion and good grooming is the art of dressing in such a way that you make the most of your looks, express your individual personality and wear office clothes that are simple and practical.

Planning a wardrobe is for many women a blind spot. They buy clothes at random with distressingly wasteful results. For the budget-ridden young working girls, we suggest practical hints for wardrobe planning. Determine afresh, the type of career you have. Where will the accent be? In city or suburb, indoors or outdoors or whether the work entails much travelling. Then consider climate conditions and seasonal changes. And the same holds true of active casual clothes.

Buy or plan your purchases, then judiciously build your wardrobe around them. Don't buy anything, however charming, if you're already well stocked with it.

For Indian fashions, good dress sense, choice of proper shades, apt trinkets and harmony on the whole, make a significant difference in the final silhoutte.

If you are a busy career woman with time running ahead of you, you can pick and choose from the many local ready-to-wear dress shops and boutiques but you should know definitely what you want—and what is right. You will, however, have to extend the number of your outfits in this section rather than for home or evening wear. Interchangeability and simple styles in hard-wearing fabrics are most essential. Dip-dry, crease-resistant fabrics for blouses and dresses in basic colours are practical because you can combine them conveniently.

Figure out your best lines . . . the imperfect figure needs all the help from clothes. And there are very few who do anything about this. So study your figure type—are you short, medium or tall; then, fat or normal built.

The general rules for flattering the figure is to call attention to your best points—reveal them, fit them closely or accent them with colour or jewellery. If you have a lovely neck, show it off with a semi-low neckline. You may expose your trim waistline with a short choli, but avoid it if you have a spare tyre!

Never leave a bad point undisguised—mask it or cut it up and then accent something else. Clinging or diaphanous sarees or kamizes betray the figure beneath, so unless you are perfectly proportioned, leave them alone. Broad saree borders are meant for the tall and slender. Big, bold prints and clearly defined designs make you look larger. These are meant for the slim and trim as do the polka dots and horizontal stripes.

Remember, light colours make you look fatter. This goes foe everything from sarees, choli, salwar-kamiz outfits, dresses to coats and accessories.

Avoid shiny surfaces, as they are not slenderizing. Satins, velvets, brocade, lames for late night official functions highlight every curve you have. So shun them, unless you are very slim. Also that the weight of the fabric adds apparent weight to you. Plaids and checks accent both height and width, but stripes, pleats, tucks, rows of buttons, accent the direction in which they travel. Vertical lines add height and minimize width; while horizontal lines do just the opposite.

Consider the ensemble as a whole, including accessories—handbag, shoes and jewellery to suit your size. A small built girl should not carry a tremendous bag, no matter how much in vogue it may be. Be practical and versatile—you must have a very pronounced feeling of co-ordination and interchangeability towards garments for day. Have some sleeveless shifts in salwar-kamiz, mix-and-match sarees and cholis, skirts and blouses also, which convert into entirely different outfits. Plain simple styles in man-made fibres—'Terene', Polyester, Dacron, and other drip-dry, crease-resistent fabrics help career women to look fresh and well-groomed. also in the long run where washing and ironing is concerned, less expense on dhobis and laundry and because they have to race against time between office hours, home and other activities.

two sides to a sari two looks to a sari wear it again wear a different look

cali–synth

cali–cloth

Pan captures the goodness of fresh peas

Pan Dehydrated Peas are tender, soft and delicious- just like fresh peas. Picked, processed and packed in prime condition, Pan peas can be served right through the year. Pan—the modern convenience foods.

Pan

INSTANT
INSTANT
INSTANT
INSTANT
INSTANT

DEHYDRATED PEAS

No nutrition loss.
Tender and soft.
Fresh tasting.

Pick a pack of Pan today

Manufactured by: PANIPAT FOODS LTD. G.T. ROAD. PANIPAT.
Marketed in Bombay by: PANAMA MARKETING CO, Kamal Mansion, Ground Floor, Arthur Bunder Road, Colaba, Bombay-400 005. Tel: 214763.

MEALS IN MINUTES:
a boon to working housewives

Irene Smith
(Official Caterer, Bharat Petroleum Corporation)

Drop the conventional methods of cooking! It's laborious and time-consuming. You are a working woman and you must have time for fun with the family Take a little time off, study the recipes given below and if you follow the basic methods suggested here, cooking will no longer be a drudgery and it shouldn't take you more than one hour each day. And, believe me, the family will love it—they'll love the delicious food and love you even more for the time you will spend with them. It's very simple, really—you will have the basics done for you on a Saturday and with this on hand, you can chop and change to prepare hundreds of different dishes. Many such delicious recipes are being tried out every day.

PREPARATION OF BASIC RECIPES TO BE KEPT HANDY FOR A WEEK

Onion paste

Peel one kilo onions, cut in small pieces, grind or make a fine paste in a mixer, use as required, keeping the balance in the freezer compartment of the refrigerator.

Ginger-garlic paste

Take one-fourth kilo garlic and one-fourth kilo ginger, cut fine, make a fine paste and bottle.

Tomato juice

Wash and cut two kilos tomatoes and grind through a mixer. Cook for 10 minutes stirring all the time. When cool, add a pinch of sodium bensoate. Keep in the freezer, in the refrigerator.

Tamarind Juice

Soak one kilo tamarind removing the seeds in six bottles of water for three to four hours until soft. Grind fine in a mixer and strain the juice using more if necesary. Cook until all the scum has been removed, add a tablespoon aji-no-moto (optional) and two tablespoons salt. Bottle when cold. To preserve, add half teaspon sodium bensoate in the juice and a pinch on top of every bottle. See that the bottles are quite dry, otherwise the sauce will ferment.

Green Masala

One bunch of coriander leaves to 12 or 15 green chillis, grind fine and use as required. Keep in the freezer compartment.

Chicken, Mutton, Pork or Fish

Wash meat, cut in cubes. Put in a sieve and drain the water, Marinate with tamarind sauce and keep for half an hour. Pressure cook and keep in the freezing compartment. Use when required. For one kilo, use three tablespoons tamarind sauce and one teaspon salt.

Steaks

Wash meat (under cut), cut in one piece slices, use a tenderiser to flatten both sides, marinate in tamarind sauce and salt and use when required. Keep in the freezing compartment.

Fish

Clean, cut into slices, wash. drain water, add tamarind sauce and salt and keep in the freezing compartment. Keep all these in coloured plastic containers. Diffrentiate by colours. Red for meat, yellow for fish, green for green masala etc.

MINCED MEAT WITH CAPSICUMS

2 cups minced meat, cooked
2 cups capsicums, cut in cubes
2 cups bread cubes
½ tsp. turmeric powder
1 tbsp. tamarind sauce
½ tsp. cumminseed powder
2 tbsps. green masala
Juice of one lemon
Salt and pepper to taste

Fry capsicum in a little oil for two minutes and keep aside. Deep fry the bread cubes. In two tablespoons oil, fry the green masala and turmeric powder and tamarind sauce, salt and pepper to taste. Place the mince in a flat dish, mix the bread cubes and spread the capsicum over it. Serve hot garnished with hard-boiled eggs, cut in fours and a bit of tomato sauce in the centre of each egg. Preparation time: 10 minutes.

SPANISH RICE

½ kg. rice
1 cup cooked prawn (small, optional)
½ cup peas
½ cup French beans, chopped
½ cup carrots, chopped
½ cup capsicum, chopped
2 tbsps. tamarind sauce
4 tbsps. oil
Slices of ham (optional)
3 tomatoes
Salt and pepper to taste

Boil rice and keep aside. Boil all the vegetables in salt water, leaving the pan open. Cut prawns and ham to small pieces. Heat oil. Fry sliced tomatoes, then add the rice, ham, prawns and cooked vegetables. Mix well and serve hot.

Preparation time: 15 minutes.

MUTTON CUTLETS

½ kg. raw mince
2 tbsps. tamarind sauce
2 eggs
1 tbsp. flour
3 onions, chopped
3 green chillis, chopped
½" piece ginger, minced
2 stalks coriander leaves, chopped
2 tomatoes
2 slices bread, soaked in 1 egg and lime juice
Bread crumbs
Juice of 1 lemon
Salt and pepper to taste

Wash mince, drain the water and marinate with tamarind sauce and half teaspoon salt for half an hour. Mix the chopped ingredients, bread, egg, flour lime-juice, salt and pepper to the washed minced. Form into cutlets and shallow fry in ghee. Serve with potato fingers

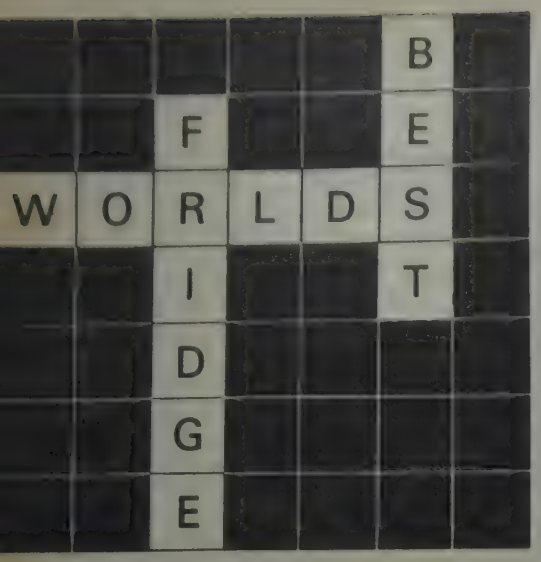
Preparation time: 15 minutes

PORK OR MUTTON VINDALOO

1 kg. pork or mutton, cut in pieces (boiled)
2 tbsps. onion paste
1 tbsps. ginger-garlic paste
2 tsps. chilli powder
½ tsp. turmeric powder
2 tsps. cumminseed powder
2 cups tomato juice
2 sliced green chillis
½ tsp. spice powder
4 tbsps. tamarind sauce
Salt and vinegar to taste

Heat four tablespons oil and fry onion and ginger-garlic paste until light brown, add masala powders, tomato juice, vinegar and pork or mutton. Simmer for 10 minutes. Lastly add fried green chillis.

Preparatory time: 15 minutes.



The Kelvinator Puzzle

WATTS NOT SO POWER-HUNGRY, QUIET AND COMPETENT ?

THE COMPRESSOR IN THE KELVINATOR REFRIGERATOR !

Kelvinator

from

Spencer's —with service our way of life since 1865

With the world's best compressor as its main plus point, with the lowest power consumption, the Kelvinator compressor continues to run for years and years, after other compressors have given up!

The Kelvinator Refrigerator compressor has 1/8 h.p., which makes for lower speed (1450 r.p.m.as against 2900 in others) and,therefore, lower power consumption. The Kelvinator Refrigerator operating at 120 watts lowers the yearly electricity bill by almost 25%. Again, lower compressor speed results in less wear and tear, and, therefore, almost doubles the life of the refrigerator! Furthermore, it reduces noise and vibration to whisper-quiet stillness.

Condense all your cooling problems into the world's best compressor. Get it with your Kelvinator.

Available in a wide range of 286, 165, 135, 90 and 65 litre sizes. 286 and 165 models available with automatic defrosting and draining features.

SPENCER & CO. LTD.

153, Mount Road, Madras-600 002.

19A, Alipore Road, Delhi-110 054.

Spencer's Building
Forjett Street, Bombay-400 036.

70, Diamond Harbour Road
Kidderpore, Calcutta-700 023.

MEALS IN MINUTES:
a boon to working housewives

FISH CUTLETS OR CROQUETS

½ kg. boiled fish, chopped
3 onions, chopped
4 green chillis, minced
1" piece ginger, minced
2 sprigs coriander leaves, chopped
2 eggs
1 lemon
1 tbsp. flour
2 tbsps. tamarind sauce
3 slices bread soaked in egg and lime juice
Salt and pepper to taste

Bone fish, then mix with onions, chillis, ginger, coriander leaves, flour, juice of lemon, sauce and bread. Form into cutlets, roll in bread crumbs and deep fry in ghee or oil.

Preparation time: 25 mins.

GRILLED CHICKEN

1 chicken cut in pieces (cooked)
2 tbsps. tamarind sauce
1 tbsp. soyabean sauce
1 tbsp. sugar
¼ tsp. pepper powder
Juice of one lemon or vinegar
Salt to taste

In two tablespoons of oil brown the sugar ,then add chicken pieces, soyabean sauce, pepper, lemon juice and salt to taste and stir for two minutes. Turn on a flat dish and serve with fried potatoes tossed in the leftover gravy.

Preparation time: 10 mins.

CHILLED CHICKS

1 cooked chicken, shredded and cut into small pieces
½ kg. mashed potatoes
1 tsp. butter
3 tbsps. grated cheese
Mustard seeds for eyes
1 carrot for wings, tail and beak
Green peas, salad leaves
1 cup mayonnaise

Spread cold chicken on a flat dish mixed with mayonnaise. Mash potatoes with butter and cheese and little salt. Take a little of the mashed potatoes and shape it like a chicken then attach another ball as its head two mustard seeds as its eyes, cut carrot slices in shapes of tail, wings and beak.

FISH CURRY

1 pomfret, cut in slices
2 tbsps. green masala
1 tsp. ginger-garlic paste
2 green chillis, slit
1 tsp. cumminseed powder
½ tsp. turmeric powder
3 tsps. corniander powder
2 cups tomato juice
2 tbsps. onion paste
½ cup curd (beaten up)
A few curry leaves
Salt to taste

Heat four tablespoon of oil in a pan, fry onion paste and ginger-garlic paste until light brown, then add chillis, coriander, cumminseed powder, turmeric powder and curry leaves. Fry for a minute, add tomato juice, curd then the fish, simmer gently for five minutes until fish is cooked. Serve with fried green chillis spread on top. Add water for more gravy.

Preparation time: 20 mins.

POTATO CHOPS OF MINCE, FISH OR VEGETABLES

MINCE FILLING:

2 cups mince
¾ kg. potatoes boiled and mashed
1 tbsp. flour
1 tbsp. bread crumbs
¼ tsp · sugar
Salt to taste
Juice of ½ lime
1 heaped tbsp. flour mixed with a little water

Mix sugar salt, flour bread crumbs, in the mashed potato. Make balls and shape each one like a cup, fill with mince, cover completly, dip in flour mixture and roll in bread crumbs. Deep fry.

PRAWN FILLINGS:

Shell prawns, wash and drain. Add one tablespoon tamarind sauce. Marinate for five minutes and cut fine. Fry two onions chopped fine, two green chillis, half inch piece ginger and tomato in three tablespoon of oil. Add a pinch of chilli powder and chopped prawns. Let it cook in its own juice until dry.

VEGETABLE FILLING:

Boil and mash vegetables. Prepare as for mutton.

SUKHA DAL BHAJI

500 grams whole moong dal
2 medium onions
¼ tsp. asafoetida
1 tbsp. salt
½ tsp. mustard seeds
½ cup grated coconut
3 green chillis
2 tbsps. ghee
¼ tsp. turmeric

Soak the lentil overnight. Wash and clean them the next day. Heat the ghee and fry mustard seeds and asafoetida. Next, add the moong dal and the remaining spices. Add one cup of hot water and cook in pressure cooker until tender and the water dries up. Squeeze in the juice of a lemon and sprinkle with half teaspoon red chilli powder. Serve hot.

Preparation time: 15 mins.

FRIED RICE WITH EGG

2 cups rice
½ cup green peas (optional)
2 eggs
2 tomatoes cut fine
4 tbsps. oil
2 tbsps. tamarind sauce
2 tbsps. soya sauce
Salt to taste

Cook rice in salt water, drain for a few minutes in a sieve. Heat oil in apan. Fry tomatoes, then beat in the eggs until cooked. Add rice, soya sauce and salt to taste. Stir for 2/3 minutes and serve hot. Garnish with strips of omlet and green peas.

Preparation time: 15 mins.

PINEAPPLE SOUFFLE

1 bottle milk
2 packets gelatine
2 egg yolks
2 eggs whites
½ cup sugar
¼ tsp. pineapple essence
1 small pineapple

Heat milk until boiling. Beat egg yolks with sugar until creamy and add the milk to the egg yolks and re-heat for two minutes. Cool. Cook gelatine in one cup water and cool. When cold add the gelatine to the egg mixture and essence and set on ice. Cut pineapple in pieces and keep aside. Whip the egg whites with a little sugar until stiff and add to the cold mixture with fruit pieces. Stir and pour in a wet mould and set in the refrigerator. Garnish with slices of cherries.

Preparation time: ½ hour.

WHEAT FLOUR DOSAI

450 grams wheat flour
3 onions
4 green chillis (optional)
1 tsp. chopped coriander
1 sprig curry leaves
A pinch of salt

Chop the onions and chillis finely. Put flour in a mixing bowl, add onions, chillis and curry leaves. Add salt and soda and mix with enough water to make a batter. Lightly grease a frying pan or tava and pour two tablespoons of the batter onto it. Spread evenly with the back of a wooden spoon. Pour a little ghee on the edges to prevent sticking and brown on both sides. Serve hot with chutney.

Preparation time: 25 mins.

Cream hair away the lovely Anne French way.

Now in 2 fragrances

No girl should shave. A blade can be unkind to soft feminine skin, leading to nicks or cuts, and ugly razor stubble.

Use gentle Anne French Hair Remover to dissolve hair away. Anne French works below the surface of the skin, leaving it silky and smooth—for weeks.

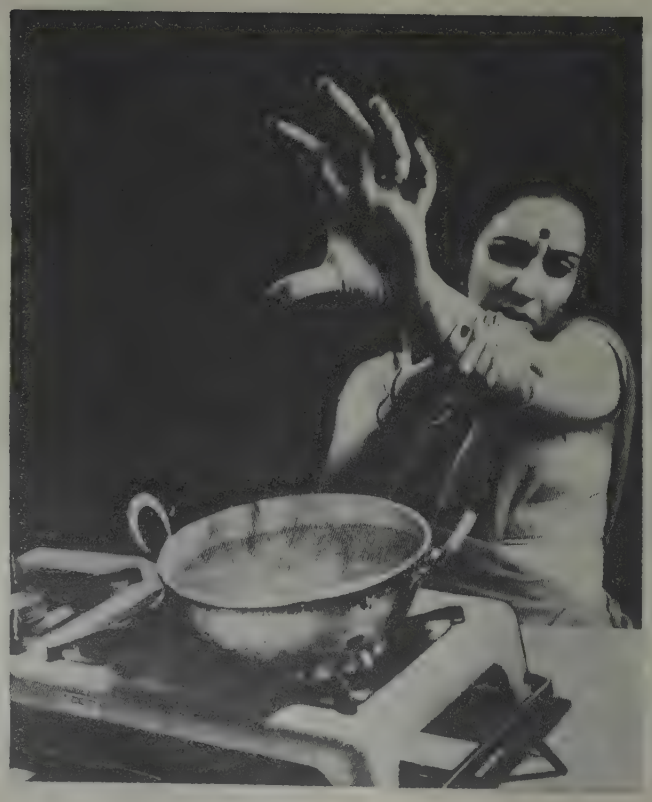
Choose from two lovely fragrances: Lemon-scented and Floral Anne French Hair Remover.

Anne French*
HAIR REMOVER
for silky-smooth arms and legs
*Licensed User of TM Geoffrey Manners & Co. Ltd.

176-HR-155

Don't let that burn turn septic: Apply Burnol immediately.

Burnol prevents blisters and scars. Soothes pain fast.

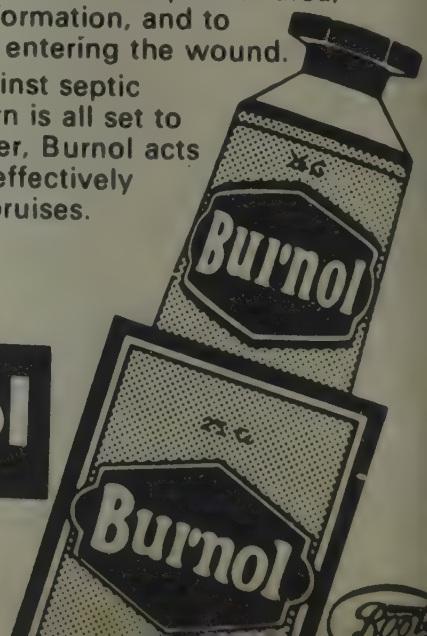


To treat a burn effectively, act fast. Keep Burnol where you can reach it at once. In your home.

Burnol has a unique formulation to give you 'inside-out' action. Its antiseptic ingredients are on the surface of the ointment, not 'locked-in' like in other creams. That's why Burnol goes to work faster...to soothe and cool the painful area, to minimise blister formation, and to prevent germs from entering the wound.

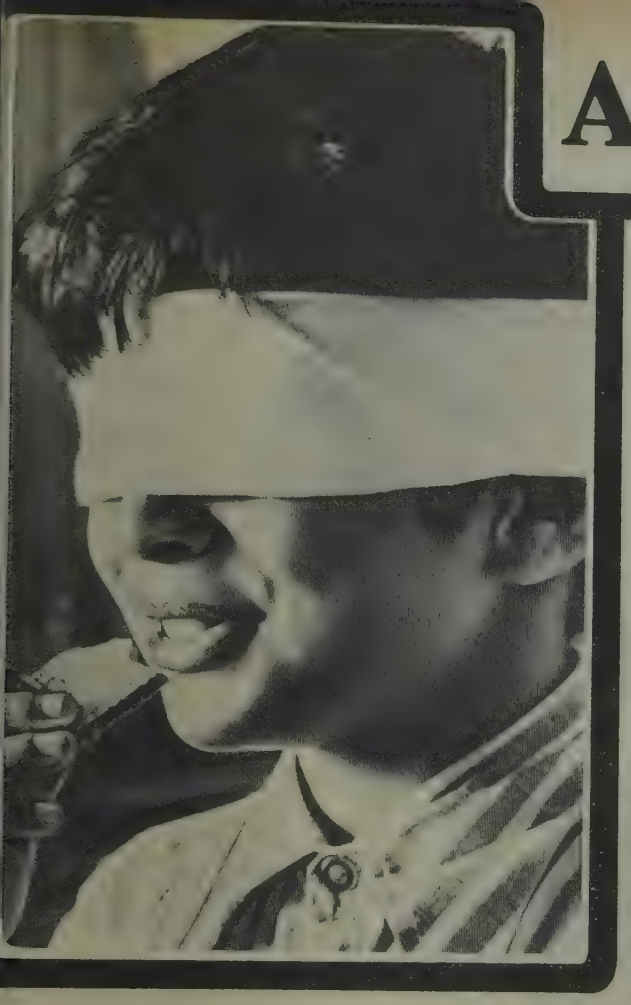
So, protected against septic conditions, your burn is all set to heal. Fast. Remember, Burnol acts just as quickly and effectively on nicks, cuts and bruises.

KEEP Burnol HANDY



BC. 2152

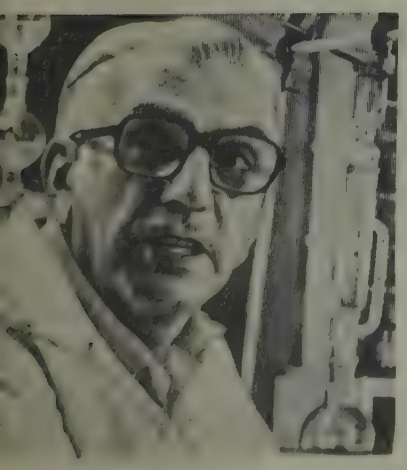
Actual tests prove...



The Real One for taste, vitamins and nutrition is

BRITANNIA

Glucose-D



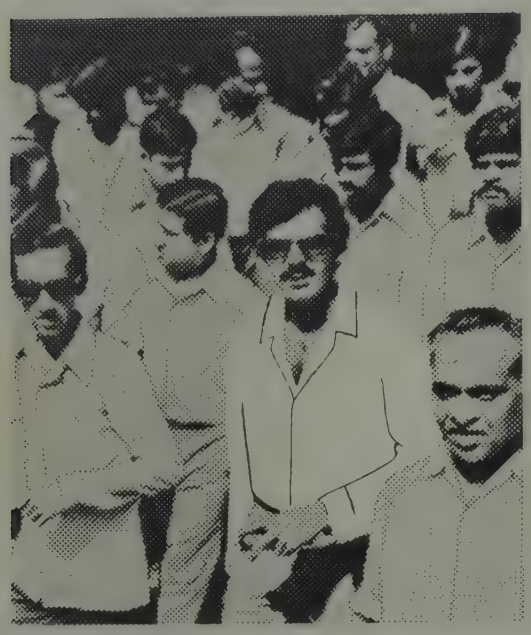
Actual comparative tests on Britannia GLUCOSE D and a leading brand of glucose biscuits clearly proved that GLUCOSE D is higher in vitamin content and overall nutrition. A 'blindfold' taste test proved that GLUCOSE D is preferred for its sweetness, flavour, crispness and overall quality. Energy-wise, GLUCOSE D gives 20% more energy than glucose itself!
Britannia GLUCOSE D— the sweet taste of energy!

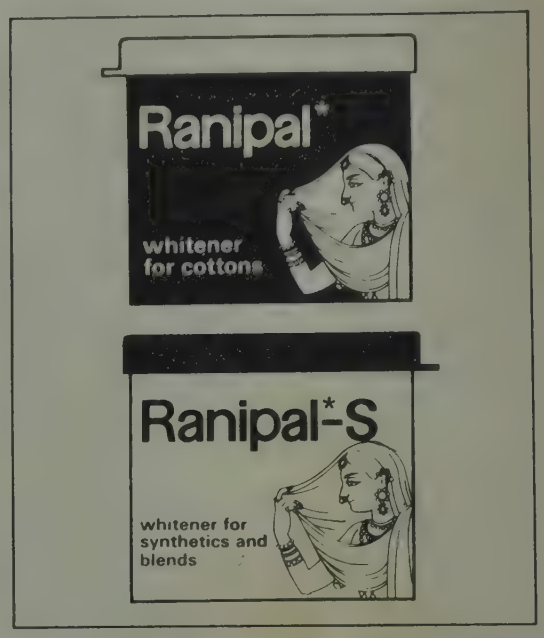
at's why more people have switched to Britannia UCOSE D than to any other glucose biscuit

AS-BBC. GL. 10-481

Ranipal

whitens best





Ranipal for cottons

Ranipal-S for synthetics and blends

Paris Beauty

BRA & PANTY SET

WEAR ANY OF THE 12 EXCITING DESIGNS OF PARIS BEAUTY BRA

and feel how each one is meant for you...you...& you too only !

- **UPHAR SET**
  Bra and Panty set in various attractive printed designs.
  Bra : Rs. 21.00 Panty : Rs. 11.25
- **KUSUM**
  (Foam & Plain). Full elastic cloth, natural fitting. In white & black colours. Rs. 28.75
- **SUDHA** (teri-cot)
  Round stitching, centre elastic, teri-cot cloth, double hooks
  Rs. 25.20
- **AMARPALI**
  Printed and net cloth, in foam and plain designs. Rs. 21.00
- **URVASHI**
  Chicken cup, foam pads Rs. 21.00
- **DREAM GIRL**
  Attractive designs in foam, various colours. Front/back hooks. Rs. 19.90
- **PADMINI**
  U-Back, foam cups, front and shoulder elastic, cotton cloth.
  Rs. 14.60
- **SWEETY**
  U-Back, Front elastic, double hooks, cotton cloth. Rs. 13.25
- **SARIKA PLAIN**
  Fine net cups, v-belts
  Cotton Cloth. Rs. 9.80
- **SUNITA :**
  Embroidered cups, centre elastic, cotton cloth. Rs. 7.75
- **ARCHANA**
  Centre elastic, round stitching, Cotton Cloth buckle at back.
  Rs. 7.50
- **SHEELA**
  V-Neck, light pad, cotton cloth
  Rs. 6.10

(Taxes Extra)

PARIS BEAUTY BRASSIERES CO. (Regd.) Karol Bagh, New Delhi-110005 Ph. 566594

Now... a sensible shampoo at a sensible price

MISTY

hat's your hair type? Misty has a shampoo look after it the way it deserves.

sty Beauty Shampoo is for normal hair. cleans the hair thoroughly. Brings out its l shining beauty.

sty Lemon Shampoo is for oily hair. puts life and bounce into your hair. eps it fresh and fragrant.

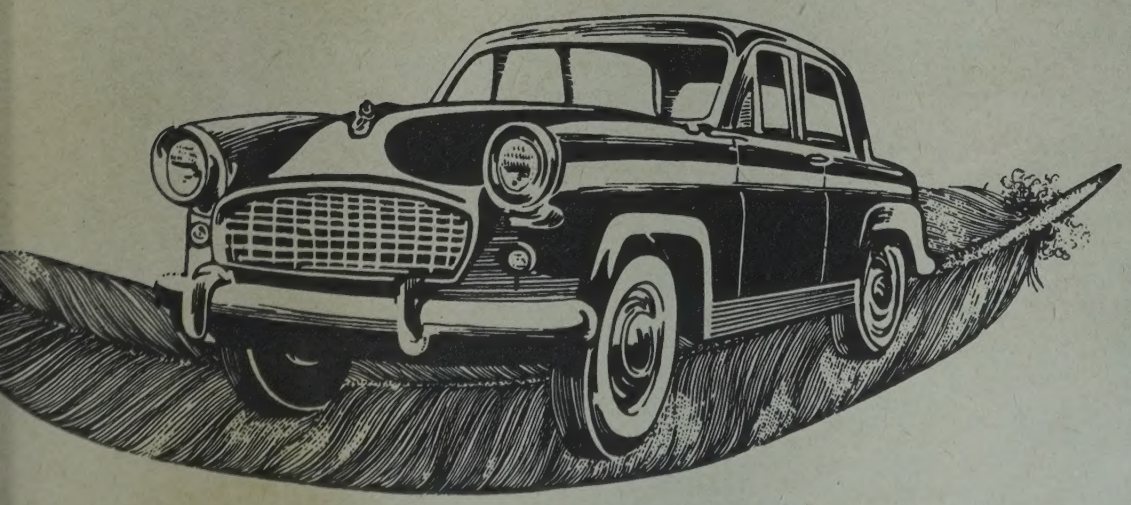
sty Herbal Shampoo is for dry hair. has all the natural ingredients your hair eds. Makes the hair soft and smooth, easy to manage.

this, at such a reasonable price. Even expensive shampoo couldn't do better!

RODUCT OF BOSFA—MAKERS OF QUALITY PRODUCTS SINCE 1904.

CHAITRA-BOSFA-1

Get your car factory-fresh



Surely, you would like your car off the shelf, factory-fresh, brand-new. Not the one that has done a cross-country run along dusty, smouldering highways in the summer or slushy, rain-sodden roads in the monsoon, over potholes and bumps. Why not have the car of your choice brought over to your city by rail—mounted and secure on a rail-truck —and thus avoid road hazards that may leave a dent or a scratch on your new car.

You would also do a service to the nation. You would save much petrol that costs foreign exchange. For dealers in cars in large cities, we can even run a special train on request.

Let us bring your car to your city with protective and delicate care, as on a feather bed.

EASTERN RAILWAY

For details contact :
MARKETING AND SALES DIVISION, EASTERN RAILWAY
3 KOILAGHAT STREET, CALCUTTA. TELE : 23-0211

Central Bank's SUPERMONEY.

CENTRAL BANK TRAVELLERS CHEQUE
KEEP UNUSED CHEQUES FOR FUTURE USE. GOOD UNTIL USED - NO TIME LIMIT.
NEGOTIABLE AT ALL OUR BRANCHES IN THE INDIAN UNION ONLY
WHEN COUNTERSIGNED BELOW WITH THIS SIGNATURE
PLACE OF ENCASHMENT
No T/C H/B 0029556
DATE OF ENCASHMENT
Central Bank of India
CENTRAL OFFICE, BOMBAY
सेन्ट्रल बैंक ऑफ इंडिया
Rs. 100
PAY THIS CHEQUE
CENTRAL BANK OF INDIA
COUNTERSIGN HERE IN PRESENCE OF PERSON CASH
CHAIRMAN & MANAGING DIRECTOR

Your hard cash minus the risk

Supermoney Travellers Cheques

Central Bank of India

(A Government of India Undertaking)

The Bank that moves out to people and places

Jabakusum

Mother, how is it you have such a lovely hair?
Even as a little girl, I learned all about hair care. If it is inconvenient during the day, I make sure to rub a little Jabakusum on my head before going to bed and comb and tie the hair carefully. That keeps my hair healthy and beautiful... gives me a sound sleep, too.

C. K. SEN & CO. PRIVATE LTD.,
Jabakusum House, Calcutta, New Delhi

water raising its lips
to drink in the sky
oblivious of the clouds
passing idly by
the heavens so blue
so calm and serene
with a single touch
send wild tremors
down the waters
for me to feel

Nature our teacher

The many moods of blue
just for you from
Apcolite Superacrylic Emulsion

asian paints

PARAGON

ELPAR®

Style file

Tomorrow's fashion on view in today's styles-ahead shirtings.

With Elpar, you can put together a styles-ahead personality. Such a wide array of choice: plains to patterned to wild printed fabrics.

the styles-ahead shirtings

FREE fashion tips: For your free copy of the all-colour Elpar Style File, please send your name and address with 40p. stamps (to cover postage) to Elpar Style File, Dept. No. 1, Paragon Textile Mills, Globe Mill Passage, Bombay 400 013.

Retail Shops, Bombay:
* Opp. Harkisondas Hospital, Prarthana Samaj. * Near TV Centre, Worli.

Also available at all leading stores